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Publications

Labour gazette
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labour gazette

VOLUME LXX

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1970



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Deputy Minister—J. DOUGLAS LOVE
Editor in Chief—W. S. DRINKWATER
Editor—JACK E. NUGENT

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Fort Garry Hotel: CB fully constituted, 219; CB report, 310 (Supplement No. 1, 1970); strike action, 370.

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Certification applications:
Canadian Telecommunications Union, Division No. 43: 881.
Longshoremen: freight handlers, Port of Quebec: rejected, 371.
Railway, Airline and Steamship Clerks: Montreal: agents, operators, etc., mainland: request for review under Sec. 61 (2), 57.
Railway, Airline and Steamship Clerks: Montreal: agents, operators, etc., Newfoundland: request for review under Sec. 61 (2), 57.
Railway, Airline and Steamship Clerks: Montreal: telecommunications, line and cable employees: request for review under Sec. 61 (2), 57.
Railway, Airline and Steamship Clerks: restaurant employees, Port aux Basques, Nfld.: 57; withdrawn, 309.
Railway, Airline and Steamship Clerks: Roadcruiser Service, Nfld.: 442; representation vote, 582; rejected, 657.
Railway, Transport and General Workers: Jasper Park Lodge: 442; granted, 796.
Telegraph Workers: Telecommunications Department: 881.

Disputes:
Locomotive Engineers: Atlantic, St. Lawrence and Great Lakes, Prairie and Mountain Regions: CB appointed, 729.
United Transportation Union: drivers, road cruiser highway bus service in Newfoundland area: CO appointed, 438; settlement, 659.

Canadian National Railways (Borden-Cape Tormentine Ferry Service)
Dispute:
Canadian Merchant Service Guild: CB report, 440 (Supplement No. 3, 1970); settlement, 440.

Canadian National Railways (Canadian National Newfoundland Steamship Service)
Dispute:
Canadian Merchant Service Guild: CO appointed, 142; settlement, 505.

Canadian National Steamship Company Limited
Disputes:
Canadian Merchant Service Guild: S.S. "Prince George": CO appointed, 218; CB appointed, 310; CB fully constituted, 439; CB report, 586 (Supplement No. 4, 1970); settlement, 730.
Seafarers: CB appointed, 59; CB fully constituted, 143; CB report, 586 (Supplement No. 4, 1970).

ANADIAN OVERSEAS TELECOMMUNICATION CORPORATION
Certification application:
Telecommunication workers: Overseas Communications Union, Local 272: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970).
Dispute:
Telecommunication workers: Overseas Communications Union, Local 272: CO appointed, 369; settlement, 439.

ANADIAN PACIFIC AIR LINES LIMITED
Certification applications:
Machinists: printing plant personnel, Vancouver International Airport: request for review under Section 61(2), 442.
Railway, Airline and Steamship Clerks: dispatchers, etc.: request for review under Sec. 61 (2), 57.
Railway, Airline and Steamship Clerks: ground hostesses: 583; granted, 731.

P AIR
Disputes:
Air Line Flight Attendants: settlement, 142.
Hotel and Restaurant Employees: Vancouver International Airport: CO appointed, 369; settlement, 585.
Truck drivers: Commissary attendants, Vancouver International Airport: CB appointed, 142; CB fully constituted, 219; CB report, 310 (Supplement No. 2, 1970); settlement, 370.

P RAIL
Dispute:
Locomotive Engineers: Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway: CB appointed, 729.

ANADIAN PACIFIC RAILWAY COMPANY
Certification applications:
Longshoremen: freight handlers, Port of Quebec: rejected, 371.
Railway, airline and steamship clerks: caretaker agents: request for review under Sec. 61 (2), 57, 221.
Railway, airline and steamship clerks: line and cable employees: request for review under Sec. 61(2), 57, 221.
Railway, Airline and Steamship Clerks: mobile operators and supervisors: request for review under Sec. 61(2), 221; representation vote, 582.
Railway, Airline and Steamship Clerks: Office of Superintendent of Pensions, Montreal: 309; granted, 507.
Railway, Airline and Steamship Clerks: operators, dispatchers, agents: request for review under Sec. 61(2), 57, 221.
Disputes:
Canadian Merchant Service Guild: British Columbia Lake and River Service: settlement, 369.
Railway, Transport and General Workers: S.S. "Princess Acadia" Bay of Fundy Service, Saint John, N.B.: CO appointed, 309; settlement, 439.
Seafarers: S.S. "Princess of Acadia" Bay of Fundy Service: CO appointed, 438; CB appointed, 878.

CANADIAN PACIFIC RAILWAY COMPANY (B.C. COAST STEAMSHIP SERVICE)
Dispute:
Seafarers: CO appointed, 59; CB appointed, 370; CB fully constituted, 439; CB report (Supplement No. 4, 1970), 586; settlement, 730.

CANADIAN TELECOMMUNICATIONS UNION (DIVISION NO. 43)
Certification application:
Canadian National Railways—Telecommunications Department: United Telegraph Workers: 881.

CANADIAN TELEVISION AND RADIO ARTISTS
Certification application:
Bushnell Communications Ltd. (CJOH-TV): (artists, announcers, etc.): 442; granted, 657.

CANADIAN UNION OF PUBLIC EMPLOYEES
Certification application:
Transol Inc.: 58; granted, 220.
Disputes:
Canadian Broadcasting Corporation: CO appointed, 310.
La Cie Transol Inc.: CO appointed, 505; CB appointed, 506; CB fully constituted, 586; CB report, 730 (Supplement No. 5, 1970); settlement, 879.
Hamilton Harbour Commissioners: CO appointed, 504; settlement, 585.
Intervener, certification application:
City of Whitehorse: representation vote, 582; granted, 656.

CANADIAN WIRE SERVICE GUILD
Dispute:
Canadian Broadcasting Corporation: Local 213: CO appointed, 505; CB appointed, 660; CB fully constituted, 730.

E. G. M. CAPE & COMPANY LTD.
Certification application:
Operating Engineers: 583.

CAPE BRETON DEVELOPMENT CORPORATION
Certification application:
Public Service Alliance of Canada: 222; granted, 371.
Dispute:
Railway, Transport and General Workers: coal division: CO appointed, 218; settlement, 369.

CARA OPERATIONS LTD.
Certification application:
Railway, Airline and Steamship Clerks: withdrawn, 372.

CARPENTERS AND JOINERS, UNITED BROTHERHOOD OF
Certification applications:
Byrnes and Hall Construction Company Limited: granted, 144.
Parkins Construction Limited: 442; granted, 656.
Yukon Construction Company Limited: 798.

Dispute:
Parkins Construction Limited: CO appointed, 794; settlement, 878.

Cartage and Miscellaneous Employees' Union
Disputes:
J. B. Baillargeon Express Limited: CO appointed, 659; settlement, 728.
Camirand Cartage Limited: CO appointed, 58; settlement, 142.
Westmount Moving and Storage Limited: CO appointed, 58; settlement, 505.

Catalano Produce Ltd.
Certification application:
Teamsters: 372; withdrawn, 442.

Central Mortgage and Housing Corporation
Certification application:
Public Service Alliance: stationary engineers and firemen, Ottawa: request for review: change of name: 733.
Dispute:
Le Syndicat National des Employés de la S.C.H.L. (CSN): Gardens, St. Georges Apartments: CO appointed, 369; CB appointed, 505; CB fully constituted, 585; settlement, 730.

Ceres Stevedoring Co. Ltd.
Certification application:
Longshoremen: Port of Montreal: 221; rejected, 441.

Chalk River Atomic Energy Draftsmen
Dispute:
Atomic Energy of Canada Limited: settlement, 142.

Chalk River Technicians and Technologists
Dispute:
Atomic Energy of Canada Limited: settlement, 59.

Chapman Transport Limited
Certification application:
Teamsters: 583; granted, 796.

Charterways Co. Limited—Mississauga Transit System
Certification application:
Amalgamated Transit Union (Division 107): 583; granted, 731.

CHEK-TV Limited
Dispute:
Broadcast Employees: CO appointed, 659; CB appointed, 795; settlement, 878; CB cancelled, 879.

Chemical Leaman Tank Lines Inc.
Certification application:
Teamsters: 222; representation vote, 442; rejected, 507.

La Cie Transol Inc.
Dispute:
Canadian Union of Public Employees: CO appointed, 505; CB appointed, 506; CB fully constituted, 586; CB report, 730 (Supplement No. 5, 1970); settlement, 879.

City of Whitehorse
Certification application:
Operating Engineers: city employees: 372; representation vote, 582; granted, 656.
Intervener, certification application:
Canadian Union of Public Employees: representation vote, 582; granted, 656.

CJOH-TV *See* Bushnell Communications Ltd. (CJOH-TV)

C.K.A.C. Limitee
Certification applications:
Radio and Television Workers: salesmen: 145; representation vote, 372 (Reasons for Judgment, Supplement No. 3, 1970); granted, 507.
Radio and Television Workers: unit of employees, Montreal: granted, 56.

CKJL, Radio-Laurentide Inc.
Certification application:
Syndicat des Journalistes de Montréal Inc.: 658.

Clarke Steamship Company Limited
Certification applications:
Longshoremen: freight handlers, Port of Quebec: granted, 144.
Railway, Airline and Steamship Clerks: application for revocation, 145.
Dispute:
Longshoremen: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.

Cominco Ltd.
Dispute:
Steelworkers: Con and Rycon Operations: CO appointed, 878.

La Compagnie Radiodiffusion C.K.C.H. de Hull Limitee
Certification application:
Broadcast employees: 442; withdrawn, 508; received, 508; granted, 582.

Continental Explosives Ltd.
Dispute:
Railway, Transport and General Workers: CO appointed, 794.

Crown Assets Disposal Corporation
Dispute:
Public Service Alliance of Canada: CO appointed, 219; settlement, 310.

D

Defence Construction (1951) Limited
Certification applications:
Public Service Alliance: employees at Courcelette, Que.: 145; representation vote, 221; granted, 308.

Public Service Alliance: employees at Nanaimo, B.C.: 145; granted, 221.

DENISON MINES LIMITED
Dispute:
Steelworkers: CO appointed, 505; settlement, 659.

DEVON THREAD AND PIPEFITTING LTD.
Certification application:
Operating Engineers: 733; granted, 880.

DISTRICT 50, INTERNATIONAL UNION OF (ALLIED AND TECHNICAL WORKERS) *See* ALLIED AND TECHNICAL WORKERS OF THE UNITED STATES AND CANADA, INTERNATIONAL UNION OF DISTRICT 50

DOBERT DIMMER (et al.)
Certification application:
Teamsters: application for revocation, 58; rejected, 145.

DIRECT MOTOR EXPRESS LTD.
Certification application:
Teamsters: 58; granted, 308.

DIRECTORS GUILD OF AMERICA, INC.
Certification application:
Western Ontario Broadcasting Company Ltd.: 58; withdrawn, 221.

E

EASTERN CANADA STEVEDORING (DIVISION OF WARNOCK HERSEY INTERNATIONAL LIMITED)
Certification applications:
Longshoremen: Port of Montreal: 222; rejected, 441.
Longshoremen: Port of Quebec: granted, 144.
Dispute:
Longshoremen: Port of Quebec: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730; strike terminated, 795.

EASTERN TRANSPORT LIMITED
Dispute:
Railway, Transport and General Workers: CO appointed, 58; CB appointed, 439; CB fully constituted, 586; settlement, 730.

ECKERT, TONY
Certification application:
Teamsters: application for revocation, 798; granted, 880.

E. G. M. CAPE & COMPANY LTD.
Certification application:
Operating engineers: 583; granted, 731.

ELDORADO MINING AND REFINING LIMITED
Certification application:
Public Service Alliance of Canada: Eldorado Nuclear Limited: 659; request for review, 732.

ELDORADO NUCLEAR LIMITED
Dispute:
Allied and Technical Workers: International Union of District 50: CO appointed, 728; CB appointed, 729; CB fully constituted, 795.

ELECTRICAL WORKERS, INTERNATIONAL BROTHERHOOD OF
Certification applications:
Cablevision Medicine Hat Ltd.: 442; withdrawn, 508.
Huron Cable T.V. Limited: 798.
Metro Videon Limited: 222; representation vote, 441.
Plains-Western Gas and Electric Co. Ltd.: 222; granted, 371.
Intervener, certification application:
Dennis Goodale (et al.): representation vote, 441; rejected, 507.

EMPIRE FREIGHTWAYS LTD.
Dispute:
Teamsters: CO appointed, 218; settlement, 310.

EMPIRE SHIPPING COMPANY LIMITED
Dispute:
Longshoremen and Warehousemen: CO appointed, 59; CB not appointed, 143.

EMPIRE STEVEDORING CO. LTD.
Certification application:
Longshoremen and Warehousemen: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970).

EWANIKA, THEODORE, & BARBELLA, MICHAEL (et al.)
Certification application:
Machinists: application for revocation granted, 57.

EXPRESSWAY TRANSPORT
Certification application:
Teamsters: 508; withdrawn, 582.

F

FALSE CREEK TOWING CO. LTD.
Certification application:
Seafarers: 221; granted, 308.

FALT TOWING LTD.
Certification application:
Canadian Merchant Service Guild: 222; withdrawn, 309.

FEDERAL COMMERCE AND NAVIGATION CO. LTD.
Certification application:
Longshoremen: Port of Montreal: 222; rejected, 441.

FOOD AND ALLIED WORKERS, CANADIAN
Disputes:
Robin Hood Flour Mills Limited: office employees: CO appointed, 438; settlement, 438.
Robin Hood Flour Mills Limited: plant employees: CO appointed, 310; settlement, 439.

G

G & G Equipment Co. Ltd.
Certification application:
Operating Engineers: 881.

Gagnon Air Service Ltd.
Certification application:
Syndicat des employés de l'aviation régionale (CSN): 881.

Genaire (1961) Limited
Certification application:
Machinists: 372; representation vote, 507; granted, 582.
Dispute:
Machinists: CO appointed, 878.

Gill Interprovincial Lines Ltd.
Dispute:
Truckers, General Drivers, Truck Drivers: CO appointed, 218; settlement, 369.

Goodale, Dennis (et al.)
Intervener, certification application:
Electrical Workers: representation vote, 441; rejected, 507.

Grain Millers, American Federation of
Certification application:
Strathroy Flour Mills: 733; representation vote—certification, 880.
Dispute:
Spruceleigh Farms (Division of Canada Packers Limited): CO appointed, 142; settlement, 142.

J. Grenier and D'Auteuil Lumber
Certification application:
Seafarers: 57; granted, 220.

Grimshaw Trucking and Distributing Ltd.
Dispute:
Truckers and Cartagemen: CO appointed, 310; settlement, 439.

H

Halterm Limited
Dispute:
Longshoremen: CO appointed, 794; CB appointed, 878.

Hamilton Harbour Commissioners
Dispute:
Canadian Union of Public Employees: CO appointed, 504; settlement, 585.

Haste Mines Development Ltd.
Certification applications:
Labourers International Union: Northwest Territories: 658; withdrawn, 732.
Labourers International Union: Yukon Territory: 658; withdrawn, 732.

Hotel and Restaurant Employees and Bartenders International Union
Certification applications:
Canadian Forces Exchange System (C.F.E.S. Canex): Main Cafeteria, H.M.C. Dockyard: rejected, 731.
Canadian Forces Exchange System (C.F.E.S. Canex): Marcom and Dockyard Management Coffee Shops: 658; rejected, 731.
Disputes:
Canadian National Hotels Limited: Nova Scotian Hotel: CO appointed, 878.
CP Air (Vancouver International Airport): CO appointed, 369; settlement, 585.

Hudson Bay Mining and Smelting Co. Limited
Dispute:
Association of Flin Flon Trade Unions: CO appointed, 794; CB appointed, 878.

Hull City Transport Limited
Dispute:
Amalgamated Transit Union: CO appointed, 728; CB appointed, 878.

Hull Metropolitan Transport Limited
Dispute:
Amalgamated Transit Union: CO appointed, 728; CB appointed, 878.

Hunt Transport Ltd.
Certification applications:
Railway, Transport and General Workers: dockmen and drivers, Edmonton, Alta.: 583; granted, 731.
Railway, Transport and General Workers: mechanics and helpers, Burnaby, B.C.: 583; granted, 731.
Teamsters: 442; granted, 507; application for revocation, 583; rejected, 658.
Dispute:
Teamsters: CO appointed, 584; CB appointed, 729; CB fully constituted, 879.

Huron Cable T.V. Limited
Certification application:
Electrical Workers: 798.

I

Imperial Roadways Limited
Certification application:
Teamsters: 145; granted, 308.
Dispute:
Teamsters: CO appointed, 369; settlement, 729.

Inspiration Limited (Mining Services Division)
Dispute:
Steelworkers: 584; settlement, 728.

NTERNATIONAL BROTHERHOOD OF POLICE OFFICERS *See* POLICE OFFICERS, INTERNATIONAL BROTHERHOOD OF

NTERNATIONAL TERMINAL OPERATORS
Certification application:
Longshoremen: Port of Montreal: 222; rejected, 441.

SLAND SHIPPING LIMITED
Certification application:
Railway, Transport and General Workers: 222; granted, 308.

SLAND TUG AND BARGE LTD.
Dispute:
Operating Engineers: CO appointed, 438; settlement, 794.

J

ESSIMAN BROS. CARTAGE LIMITED
Certification application:
Letter Carriers: withdrawn, 57; 222.

OHNSTONE SHIPPING LIMITED
Certification applications:
Canadian Marine Officers' Union: 798.
Railway, Transport and General Workers: personnel on M.V. "Congar": 508; granted, 657.

K

K & R TRANSPORT LTD.
Certification application:
Railway, Transport and General Workers: 583.

K. N. R. TRUCK LINES LTD.
Certification applications:
Railway, Transport and General Workers: 508; representation vote, 657; granted, 731; rejected, 732.
Teamsters: 442; representation vote, 657; rejected, 732.
Intervener, certification applications:
George A. Vold (et al.): representation vote, 657; rejected, 732.
Railway, Transport and General Workers: representation vote, 657; granted, 731; rejected, 732.
Teamsters: representation vote, 657; granted, 731.

M. J. KAMINSKY LTD.
Certification application:
Railway, Transport and General Workers: 583; granted, 657.

J. KEARNS TRANSPORT LTD.
Certification application:
J. Kearns Transport Ltd. Drivers' Association: 881.

J. KEARNS TRANSPORT LTD. DRIVERS' ASSOCIATION
Certification application:
J. Kearns Transport Ltd.: 881.

KENT DRIVER SERVICES LIMITED
Dispute:
Teamsters: settlement, 370.

KINGCOME NAVIGATION COMPANY LIMITED
Certification application:
Canadian Merchant Service Guild: deck officers and engineers on S.S. "Haida Transporter", 372.

KINGSWAY FREIGHTLINES LIMITED
Dispute:
Truckers, Cartagemen, Construction and Building Material Employees: CO appointed, 584; settlement, 659.

L

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA
Certification applications:
Agnew Lake Mines Limited: rejected, 56.
Canadian Mine Services Ltd.: Northwest Territories: 658; withdrawn, 732.
Canadian Mine Services Ltd.: Yukon Territory: 658; withdrawn, 732.
Haste Mines Development: Northwest Territories: 658; withdrawn, 732.
Haste Mines Development: Yukon Territory: 658; withdrawn, 732.
Intervener, certification application:
Agnew Lake Mines Limited: rejected, 56.

LAKEHEAD FREIGHTWAYS LIMITED
Certification application:
Teamsters: application for revocation, 145; withdrawn, 309.

LE QUESNE, H. H. (et al.)
Intervener, certification application:
Telecommunication workers: Overseas Communications Union, Local 272: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970).

LEAMINGTON TRANSPORT (WESTERN) LTD.
Dispute:
Drivers, Warehousemen & Helpers: CO appointed, 309; dispute settled by mediation, 660.

LESLIE, T. R. (et al.)
Intervener, certification application:
Telecommunication Workers: Overseas Communications Union, Local 272: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970).

LETHBRIDGE TELEVISION LTD.
Certification application:
Broadcast Employees: 658; rejected, 880.

LETTER CARRIERS' UNION OF CANADA
Certification applications:
Jessiman Bros. Cartage Ltd.: withdrawn, 57; 222.
Ryan Trucking and Terminal Limited: 372; granted, 582.

LITTLE CHIEF B-LINE EXPRESS LTD.
Dispute:
Teamsters: CO appointed, 219; CB not appointed, 370; strike action, 440.

LOCOMOTIVE ENGINEERS, BROTHERHOOD OF
Certification application:
Quebec Cartier Mining Company: 798.
Disputes:
Canadian National Railways: Atlantic, St. Lawrence and Great Lakes, Prairie and Mountain Regions: CB appointed, 729.
CP Rail: Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway: CB appointed, 729.
Intervener, certification application:
National Harbours Board, Port of Montreal: representation vote, 508; granted, 656.

LOISELLE TRANSPORT LIMITED
Dispute:
Teamsters: CO appointed, 219; CB not appointed, 370; strike action, 440.

LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION, INTERNATIONAL
Certification applications:
Balfour, Guthrie (Canada) Ltd.: withdrawn, 57.
Empire Stevedoring Co. Ltd.: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970).
Western Stevedoring Co. Ltd.: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970).
Westshore Terminals Ltd.: 309; granted, 441.
Disputes:
British Columbia Maritime Employers' Association: Canadian Area: strike terminated, 143.
Empire Shipping Company Limited: CO appointed, 59; CB not appointed, 143.

LONGSHOREMEN'S ASSOCIATION, INTERNATIONAL
Certification applications:
Brown & Ryan Limited: Port of Montreal: 222; rejected, 441.
Canadian National Railways (freight handlers, Port of Quebec): rejected, 371.
Canadian Pacific Railway Company (freight handlers, Port of Quebec): rejected, 371.
Ceres Stevedoring Co. Ltd.: Port of Montreal: 221; rejected, 441.
Clarke Steamship Company Limited (freight handlers, Port of Quebec): granted, 144.
Eastern Canada Stevedoring (Division of Warnock Hersey International Limited): Port of Montreal: 222; rejected, 441.
Eastern Canada Stevedoring (Division of Warnock Hersey International Limited) Quebec, Que.: granted, 144.
Federal Commerce and Navigation Co. Ltd.: 222; rejected, 441.
International Terminal Operators: Port of Montreal: 222; rejected, 441.
McLean Kennedy Ltd.: Port of Montreal: 221.
Montreal and Saint John Stevedore Co. Ltd.: rejected, 441.
Reliance Marine Terminals Ltd.: Port of Montreal: 222; rejected, 441.
Terminus Maritime Inc. (Port of Quebec): granted, 144.
Capitaine H. Turbis Enrg.: granted, 144.
Warnock Hersey International Limited (Eastern Canada Stevedoring Division, Port of Montreal): 222; rejected, 441.
Warnock Hersey International Limited, Quebec, Que.: granted, 144.
Wolfe Stevedores (1968) Ltd.: Port of Montreal, 222; rejected, 441.
Disputes:
Albert G. Baker Limited: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.
Canada Steamship Lines Limited: settlement, 219.
Clarke Steamship Company Limited: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.
Eastern Canada Stevedoring Ltd.: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.
Halterm Limited: CO appointed, 794; CB appointed, 878.
J. C. Malone & Company (1959) Limited: settlement, 585.
The Shipping Federation of Canada, Inc.: Port of Halifax: CO appointed, 504; settlement, 729.
The Shipping Federation of Canada, Inc.: Port of Saint John: CO appointed, 438; settlement, 729.
The Shipping Federation of Canada, Inc.: Local 273, Saint John and Local 269, Halifax: CO appointed, 310; settlement, 505.
Terminus Maritime Inc.: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.
Three Rivers Shipping Company Limited: settlement, 585.
Capitaine H. Turbis Enrg.: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.

M

M. & P. Transport Ltd.
Certification application:
Teamsters: 309; granted, 371.
Dispute:
Transport Drivers and Warehousemen: 504; settlement, 585.

McAllister, Thomas J. (et al.)
Certification application:
Teamsters: application for revocation, 583; rejected, 658.

McAllister Towing Ltd.
Dispute:
Canadian Marine Officers' Union: captains and engineers: CO appointed, 505; CO appointed, 584; CB appointed, 660; CB fully constituted, 729; CB report, 879 (Supplement No. 8, 1970).

Maccam Transport Ltd.
Certification application:
Professional Transport Workers: 372; rejected, 657; application for revocation granted, 732.

McCamon, W. O. (et al.)
Certification application:
Teamsters: application for revocation, 508; representation vote—revocation, 657; application for revocation granted, 732.

Machinists and Aerospace Workers, International Association of
Certification applications:
Air Canada (crew schedulers and crew clerks): application for revocation granted, 57.
Atomic Energy of Canada Limited: Whiteshell Nuclear Research Establishment, Pinawa, Man.: 798; granted, 880.
Barbetta, Michael and Ewanika, Theodore (et al.): application for revocation granted, 57.
Canadian Pacific Air Lines, Limited: printing plant personnel, Vancouver International Airport: request for review under Section 61 (2), 442.
Genaire (1961) Limited: 372; representation vote, 507; granted, 582.
Pacific Western Airlines Ltd.: maintenance departments: request for review, 733.
Quebec North Shore and Labrador Railway Company: application for revocation received and granted, 372.
Quebecair Inc.: 881.
Skycharter (Division of Sky Charter Aircraft Sales Limited): 798; withdrawn, 881.
Disputes:
Atomic Energy of Canada Limited: settlement, 143.
Genaire (1961) Limited: CO appointed, 878.
Nordair Limited: CO appointed, 505; settlement, 659.
Intervener, certification application:
Mills, James H. (et al.): representation vote, 507.

McKee Moving and Storage Co. Ltd.
Certification application:
Teamsters: application for revocation, 508; representation vote—revocation, 657; application for revocation granted, 732.

McKinlay Transport Limited
Disputes:
Teamsters: CO appointed, 728; CB not appointed, 795.
Truck Drivers: CO appointed, 728.

McLean Kennedy Ltd.
Certification application:
Longshoremen: Port of Montreal: 221.

J. C. Malone & Company (1959) Limited
Dispute:
Longshoremen: settlement, 585.

Maple Leaf Mills Limited
Certification application:
Syndicat National de la Meunerie Maple Leaf Limitee (CSN): 58; granted, 371.

Marine and Shipbuilding Workers of Canada, International Union of
Dispute:
J. P. Porter Company Limited: CO appointed, 878.

Maritime Towing Company Limited
Certification application:
Seafarers: 145; rejected, 796.

Maroney's Express Limited
Certification application:
Teamsters: granted, 56.
Dispute:
Truck Drivers: CO appointed, 369; CB not appointed, 440.

Meat Cutters and Butcher Workmen of North America, Amalgamated
Certification applications:
Swift Canadian Co. Limited: representation vote, 144; rejected, 221.
Tyler Transport Limited: 881.
United Grain Growers Ltd.: Canwest Seed Company plant, Edmonton: 881.
Intervener, certification application:
Bartley Bida (et al.): representation vote, 144; rejected, 221.

Melchin Auto Transport Ltd.
Certification application:
Teamsters: application for revocation, 798; granted, 880.

MERIT TRANSPORT LIMITED
Certification application:
Teamsters: rejected, 57.

MESSABEC LIMITEE
Certification application:
Seafarers: granted, 56.
Dispute:
Seafarers: CO appointed, 584.

MESSAGERIE COTIERE LIMITEE
Certification application:
Seafarers' International Union of Canada: 309; withdrawn, 371.

METRO VIDEON LIMITED
Certification application:
Electrical Workers: 222.

MIDLAND SUPERIOR EXPRESS LIMITED
Dispute:
Truckers: General Drivers: CO appointed, 218; settlement, 505.

MILLAR AND BROWN LTD.
Certification application:
Office and Professional Employees: Burnaby and Cranbrook offices: request for review under Sec. 61(2), 508; 657.
Dispute:
Teamsters: CO appointed, 219; CB not appointed, 370; strike action, 440.

MILLS, JAMES H. (et al.)
Intervener, certification application:
Machinists: representation vote, 507.

MINE WORKERS OF AMERICA, UNITED
Intervener, certification application:
Orleans Navigation Inc.: rejected, 57.

LES MINOTERIES PHENIX LIMITEE
Dispute:
Le Syndicat National des Employes des Minoteries Phenix (CSN): CO appointed, 504; settlement, 729.

MISCELLANEOUS EMPLOYEES' UNION
Dispute:
J. B. Baillargeon Express Limited: CO appointed, 659.

MONARCH TRANSPORT LTD.
Dispute:
Truckers: CB not appointed, 143; strike action, 143; strike terminated, 220.

MONCTON BROADCASTING LIMITED
Dispute:
Broadcast Employees: CO appointed, 59; CB appointed, 505; CB fully constituted, 585.

MONTREAL AND SAINT JOHN STEVEDORE CO. LTD.
Certification application:
Longshoremen: rejected, 441.

MONTREAL CITY AND DISTRICT SAVINGS BANK
Dispute:
Syndicate of Employees of the Montreal City and District Savings Bank: CO appointed, 659; settlement, 728.

MOTOR TRANSPORT INDUSTRIAL RELATIONS BUREAU OF ONTARIO INC.
Dispute:
Teamsters: certain car hauling companies: CO appointed, 585; CB appointed, 795; CB fully constituted, 878.

LES MOULINS MAPLE LEAF LTEE
Dispute:
Le Syndicat National de la Meunerie Maple Leaf Limitee (CSN): CO appointed, 504; settlement, 729.

MOUNTAIN, GEORGE W. (et al.)
Certification application:
Broadcast employees: application for revocation, 583; representation vote—revocation, 732; granted, 880.

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NANAIMO BULLDOZING CO. LTD.
Dispute:
Operating Engineers: CO appointed, 438; CB not appointed, 506; settlement, 585.

NAPIERVILLE JUNCTION RAILWAY COMPANY
Certification application:
Railway, Airline and Steamship Clerks: agents, operators: request for review under Sec. 61(2), 57.

THE NATIONAL BATTLEFIELDS COMMISSION
Certification application:
Public Service Alliance of Canada: 57; granted, 144.

NATIONAL COUNCIL OF CANADIAN LABOUR
Certification application:
Queensway Tank Lines Limited: granted, 56.

NATIONAL FEEDS LTD.
Certification application:
Retail, Wholesale and Department Store: 372; granted, 441.
Dispute:
Retail, Wholesale and Department Store: CO appointed, 584; CB appointed, 729; CB fully constituted, 795; CB report, 879 (Supplement No. 7, 1970).

ATIONAL HARBOURS BOARD
Certification applications:
Public Service Alliance of Canada: request for review and change of name for employees at Churchill, Man., Halifax, N.S., Prescott, Ont., Quebec City, Saint John, N.B., 733.
United Transportation Union: (Port of Montreal): 442; representation vote, 508; granted, 656.
Disputes:
National Harbours Board Police Brotherhood: Montreal Harbour: CO appointed, 59; CB appointed, 310; CB fully constituted, 506; CB report, 730 (Supplement No. 6, 1970); settlement, 879.
National Syndicate of Employees of the Port of Montreal: general forces, grain elevator and cold storage employees: settlement, 143.
National Syndicate of Office Employees of the Port of Montreal (CNTU): CO appointed, 310; settlement, 729.
Public Service Alliance of Canada: Grain Elevator Group: CO appointed, 438; settlement, 505.
Steelworkers: Port Colborne: CO appointed, 438; settlement, 585.
Intervener, certification application:
Locomotive Engineers: Port of Montreal: representation vote, 508; granted, 656.

NATIONAL HARBOURS BOARD POLICE BROTHERHOOD
Dispute:
National Harbours Board: Montreal Harbour: CO appointed, 59; CB appointed, 310; CB fully constituted, 506; CB report, 730 (Supplement No. 6, 1970); settlement, 879.

NATIONAL SYNDICATE OF EMPLOYEES OF THE PORT OF MONTREAL
Disputes:
National Harbours Board: Port of Montreal: general forces, grain elevator and cold storage employees: settlement, 143.
National Harbours Board: Port of Montreal: office employees: CO appointed, 310.

NEW IMPERIAL MINES LTD.
Dispute:
Steelworkers: CO appointed: 309; settlement, 369.

NEWFOUNDLAND BROADCASTING COMPANY LIMITED
Dispute:
Broadcast Employees: CJON Radio and CJON-CJOX-TV: appointed, 218; settlement, 369.

NORDAIR LIMITED
Dispute:
Machinists: CO appointed, 505; settlement, 659.

WM. C. NORRIS LIMITED
Dispute:
Truck Drivers: Toronto Terminal: CO appointed, 59; settlement, 369.

NORTH FRASER HARBOUR COMMISSIONERS
Dispute:
Canadian Merchant Service Guild: CO appointed, 794.

NORTHERN ALBERTA RAILWAYS COMPANY
Certification application:
Railway, Airline and Steamship Clerks: dispatchers, etc.: commercial telegraphers: request for review under Sec. 61 (2), 57.

NORTHLAND NAVIGATION CO. LTD.
Disputes:
Canadian Merchant Service Guild: CO appointed, 369; settlement, 439.
Seafarers: CO appointed, 438; CB appointed, 585; CB fully constituted, 660.

NORTHLAND SHIPPING (1962) CO. LTD.
Dispute:
Canadian Merchant Service Guild: CO appointed, 369; settlement, 439.
Railway and Transport Workers: CO appointed, 438; CB appointed, 585; CB fully constituted, 660.

NORTON-CARGO LIMITED
Certification application:
Teamsters: 442; granted, 656.
Dispute:
Teamsters: CO appointed, 794.

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OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL UNION
Certification application:
Millar and Brown Ltd.: office workers, Burnaby and Cranbrook: request for review under Sec. 61 (2), 508; 657.
Disputes:
Atomic Energy of Canada Limited: CB appointed, 142; CB fully constituted, 219; settlement, 370.
Bell Telephone Company of Canada (Bell Canada) Directory Advertising Sales Employees, Eastern Region: CO appointed, 310; CB appointed, 505, CB fully constituted, 586.
Bell Telephone Company of Canada (Bell Canada): Directory Advertising Sales Employees, Western Region: CO appointed, 438; settlement, 659.

OGILVIE FLOUR MILLS CO. LIMITED
Dispute:
Le Syndicat National des Employes de Ogilvie Flour Mills Co. Limited: CO appointed, 504; settlement, 729.

OKANAGAN HELICOPTERS LTD.
Dispute:
Operating Engineers: CO appointed, 58; CB appointed, 219; CB fully constituted, 370.

ONTARIO NORTHLAND RAILWAY
Certification applications:
Railway, Airline and Steamship Clerks: dispatchers, operators, linemen, etc.: request for review under Sec. 61 (2), 57.
United Transportation Union: locomotive engineers: 881.

OPERATING ENGINEERS, INTERNATIONAL UNION OF
Certification applications:
City of Whitehorse employees: 372; representation vote, 582; granted, 656.
Devon Thread and Pipefitting Ltd.: 733; granted, 880.
E.G.M. Cape & Company Ltd.: 583; granted, 731.
G & G Equipment Co. Ltd.: 881.
Pacific Terex Limited: granted, 56.
RivTow Marine Ltd.: "RivTow Norseman": 221; granted, 371.
Seaway Terminals: St. Lawrence Stevedoring (Western) Limited: 442; granted, 656.
Strachan Trucking Limited: rejected, 144.
Disputes:
Canadian Helicopter Overhauls Ltd.: CO appointed, 58; CB appointed, 219; CB fully constituted, 370; CB report, 440 (Supplement No. 3, 1970).
Island Tug and Barge Ltd.: CO appointed, 438; settlement, 794.
Nanaimo Bulldozing Co. Ltd.: CO appointed, 438; CB not appointed, 506; settlement, 585.
Okanagan Helicopters Ltd.: CO appointed, 58; CB appointed, 219; CB fully constituted, 370.
Rio Algom Mines Limited: Nordic Mine and Quirke Mine: Elliot Lake: CO appointed, 728; settlement, 794.
RivTow Marine Ltd.: CO appointed, 438; settlement, 795.
Straits Barge Ltd.: CO appointed, 438; settlement, 794.

ORLEANS NAVIGATION INC.
Certification application:
Seafarers: rejected, 57.
Intervener, certification application:
Mine Workers: rejected, 57.

OTTAWA ATOMIC WORKERS' UNION
Dispute:
Atomic Energy of Canada Limited (Commercial Division): settlement, 59.

OTTAWA NEWSPAPER GUILD *See* AMERICAN NEWSPAPER GUILD

OTTAWA TRANSPORTATION COMMISSION
Dispute:
Amalgamated Transit Union: CO appointed, 310; CB appointed, 370; CB fully constituted, 439; settlement, 660.

OUTFITTERS INCORPORATED LIMITED
Dispute:
Asbestos Workers (CLC): CO appointed, 878; settlement, 878.

OVERSEAS COMMUNICATIONS UNION
Certification application:
Canadian Overseas Telecommunications Corporation: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970)
Dispute:
Canadian Overseas Telecommunications Union: CO appointed, 369; settlement, 439.

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PACIFIC ELEVATORS LIMITED
Dispute:
Brewery Workers: CO appointed, 218; CB appointed, 439; CB fully constituted, 506; settlement, 660.

PACIFIC HOVERCRAFT LTD.
Certification application:
Canadian Merchant Service Guild: 58; representation vote, 657; rejected, 880.

PACIFIC TEREX LIMITED
Certification application:
Operating Engineers: granted, 56.

PACIFIC TOWING SERVICES LIMITED
Certification application:
Railway, Transport and General Workers: 732; granted, 879.

PACIFIC WESTERN AIRLINES LTD.
Certification applications:
Machinists: maintenance departments: request for review, 733.
West Canadian Air Navigators' Association: 222; granted, 371.
Dispute:
Air Line Flight Attendants: CO appointed, 59; CB appointed, 219; CB fully constituted, 310; CB report, 440 (Supplement No. 4, 1970); settlement, 586.

PAN AMERICAN WORLD AIRWAYS INC.
Certification application:
Teamsters: 881.

PARKINS CONSTRUCTION LIMITED
Certification application:
Carpenters and Joiners: 442; granted, 656.
Dispute:
Carpenters and Joiners: CO appointed, 794; settlement, 878.

ENNER, ART
Certification application:
Teamsters: application for revocation granted, 880.

EIL PENNER HIGHWAY SERVICE
Certification application:
Teamsters: 222; granted, 441.
Dispute:
Teamsters: CO appointed, 584; CB appointed, 878.

ERSADRIVE TRANSPORTATION SERVICES LTD.
Certification application:
Teamsters: 583; withdrawn, 732.

CARD, EDMOND N. (et al.)
Certification application:
United Transportation Union: request for review denied, 880.

INKHAM, JOHN M.
Intervener, certification application:
Railway, Airline and Steamship Clerks: representation vote, 582.

LAINS-WESTERN GAS AND ELECTRIC CO. LTD.
Certification application:
Electrical Workers: 222; granted, 371.

LUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
Certification application:
Stearns-Roger Canada Ltd.: granted, 56.

ORT COLBORNE MARINE ENTERPRISES LIMITED
Certification application:
Canadian Maritime Union: granted, 144.

P. PORTER COMPANY LIMITED
Dispute:
Marine and Shipbuilding Workers: CO appointed, 878.

ROFESSIONAL DRIVERS' POOL
Certification application:
Teamsters: 583.

ROFESSIONAL TRANSPORT WORKERS' UNION OF CANADA
Certification application:
Maccam Transport Ltd.: 372; rejected, 657; application for revocation granted, 732.

UBLIC SERVICE ALLIANCE OF CANADA
Certification applications:
Cape Breton Development Corporation: 222; granted, 371.
Central Mortgage and Housing Corporation: stationary engineers and firemen, Ottawa: request for review: change of name: 733.
Defence Construction (1951) Limited: personnel at Courcelette, Que.: 145; representative vote, 221; granted, 308.
Defence Construction (1951) Limited: employees at Nanaimo, B.C.: 145; granted, 221.
Eldorado Mining & Refining Limited (Eldorado Nuclear Limited): 659; request for review granted, 732.
The National Battlefields Commission: 57; granted, 144.
National Harbours Board: employees at Churchill, Man., Halifax, N.S., Prescott, Ont., Quebec City, Saint John, N.B.: request for review: change of name, 733.
St. Lawrence Seaway Authority: employees in Engineering Branch Montreal: 145; granted, 220.
Disputes:
Crown Assets Disposal Corporation: CO appointed, 219; settlement, 310.
National Harbours Board: Grain Elevator Group, Prescott: CO appointed, 438; settlement, 505.
The Royal Canadian Mint: CO appointed, 218; settlement, 310.

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QUEBEC CARTIER MINING COMPANY
Certification application:
Locomotive Engineers; 798.

QUEBEC CENTRAL RAILWAY *See* CP RAIL

QUEBEC NORTH SHORE AND LABRADOR RAILWAY COMPANY
Certification applications:
Machinists: application for revocation received and granted, 372.
United Transportation Union: request for review under Sec. 61 (2), 798; denied, 880.
Disputes:
Railroad Trainmen: United Transportation Union: settlement, 142.
United Transportation Union: dispatchers and crew clerks: CO appointed, 438; CB appointed, 506; CB fully constituted, 730.

QUEBECAIR INC.
Certification application:
Machinists: 881.

QUEENSWAY TANK LINES LIMITED
Certification application:
National Council of Canadian Labour: granted, 56.

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RADIO AND TELEVISION EMPLOYEES OF CANADA, ASSOCIATION OF
Dispute:
Canadian Broadcasting Corporation: CO appointed, 438; CB appointed, 585; CB fully constituted, 795.
Intervener, certification application:
Canadian Broadcasting Corporation: clerical employees, Ottawa area offices: rejected, 582.

Radio and Television Workers' Union, United (CLC)
Certification application:
C.K.A.C. Limitee: 145.

Radio Atlantic Limited
Certification application:
Broadcast Employees: application for revocation, 583; representation vote ordered—revocation, 732; granted, 880.
Dispute:
Broadcast Employees: Radio Station CFNB: CB appointed, 310; CB fully constituted, 439.

Radio Dartmouth Limited
Certification application:
Theatrical Stage Employees: 732.

Radio Etchemin Inc.
Certification application:
Syndicat National des employes de Radio Etchemin (CFLS) (CSN): 583; granted, 879.

Radio Futura Limitee
Certification application:
Syndicat General de la Radio (CSN) CKVL-AM and CKVL-FM: request for review granted, 880.

Radio Laurentides Inc.
Certification application:
Syndicat des Journalistes de Montreal Inc.: 658; granted, 731.

Radio Laval Inc.
Certification applications:
Le Syndicat des Journalistes de Montreal Inc. (CSN): CKLM: 733; withdrawn, 881.
Le Syndicat des Journalistes de Montreal Inc. (CSN): 881.

Radio Station cfra Ltd.
Certification application:
Television and Radio Artists: announcers and continuity writers: 881.

Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of
Certification applications:
Albert G. Baker Limited: application for revocation, 144.
Canadian National Railways:
agents, operators, etc., mainland: request for review under Sec. 61 (2), 57.
agents, operators, etc., Newfoundland: request for review under Sec. 61 (2), 57.
restaurant employees, Port aux Basques, Nfld.: 57; withdrawn, 309.
roadcruiser service, Nfld.: 442; representation vote, 582; rejected, 657.
telecommunications, line and cable employees: request for review under Sec. 61 (2), 57.
Canadian Pacific Airlines, Limited:
dispatchers, etc.: request for review under Sec. 61 (2) 57.
ground hostesses; 583; granted, 731.
Canadian Pacific Railway Company:
caretaker agents: request for review under Sec. 61 (2), 57.
line and cable employees: request for review under Sec. 61 (2), 57.
mobile supervisors: request for review under Sec. 61 (2), 221; representation vote, 582.
Office of Superintendent of Pensions, Montreal: 309; granted, 507.
operators, dispatchers, agents: request for review under Sec. 61 (2), 57.
Cara Operations Ltd.: withdrawn, 372.
Clarke Steamship Company Limited: application for revocation, 145.
Napierville Junction Railway Company J: agents, operators: request for review under Sec. 61 (2), 57.
Northern Alberta Railways Company: commercial telegraphers: request for review under Sec. 61 (2), 57.
Ontario Northland Railway, North Bay: dispatchers, operators, linemen, etc.: request for review under Sec. 61 (2), 57.
Terminus Maritime Inc.: application for revocation, 145.
Valleyfield Dock & Terminal Co. Ltd.: 658; granted, 796.
Dispute:
Canada Steamship Lines Limited: office and shed staff groups, Montreal and Lakehead: CO appointed, 219; CB appointed, 506; CB fully constituted, 586; settlement, 660.
Intervener, certification application:
Pinkham, John M., Steininger, George H., and various other individual employees: representation vote, 582.

Railway, Transport and General Workers, Canadian Brotherhood of
Certification applications:
B.C. Air Lines Limited: 57; granted, 220.
Canadian National Railways (Jasper Park Lodge): 442; granted, 796.
Hunt Transport Ltd.: dockmen and drivers, Edmonton, Alta.: 583; granted, 731.
Hunt Transport Ltd.: mechanics & helpers, Burnaby, B.C.: 583; granted, 731.
Island Shipping Limited: 222; granted, 308.
Johnstone Shipping Limited: personnel on M.V. "Congar": 508; granted, 657.
K & R Transport Ltd.: 583; granted, 731.
K.N.R. Truck Lines Ltd: 508; representation vote, 657; granted, 731.
M. J. Kaminsky Transport Ltd.: 583; granted, 657.
Pacific Towing Services Limited: 732; granted, 879.
Trans-Lake Shipping Ltd.: 222; granted, 308.
Upper Lakes Shipping Ltd.: 222; granted, 308.

Disputes:
AirWest Airlines Ltd.: CO appointed, 142; CB appointed 219; CB fully constituted, 370; settlement, 586.
B.C. Air Lines Limited: air engineers, mechanics and allied trades, Vancouver International Airport: CO appointed, 504; settlement, 728.
B.C. Air Lines Limited: pilots, Vancouver International Airport: CO appointed, 584; settlement, 728.
B.C. Towboat Owners' Association: representing certain member companies: CB not appointed, 660.
British Yukon Navigation Company Limited: CO appointed, 505; CB appointed, 795; CB fully constituted, 878.
Canadian National Hotels Limited (Bessborough Hotel): CB fully constituted, 143; CB report, 220; settlement, 440.
Canadian National Hotels Limited (Chateau Laurier, Ottawa): CO appointed, 505; CB appointed, 660; CB fully constituted, 729.
Canadian National Hotels Limited (Fort Garry Hotel): CB fully constituted, 219; CB report, 310 (Supplement No. 1, 1970); strike action, 370.
Canadian Pacific Railway Company (S.S. "Princess Acadia"): CO appointed, 309; settlement, 439.
Cape Breton Development Corporation (Coal Division): CO appointed, 218; settlement, 369.
Continental Explosives Ltd.: CO appointed, 794.
Eastern Transport Limited: CO appointed, 58; CB appointed, 439; CB fully constituted, 586; settlement, 730.
Northland Shipping (1962) Ltd.: CO appointed, 438; CB appointed, 585; fully constituted, 660.
Westward Shipping Ltd.: CO appointed, 438.

Intervener, certification application:
K.N.R. Truck Lines Ltd.: rejected, 732.

REIMER EXPRESS LINES LIMITED
Certification application:
Teamsters: 222; withdrawn, 309.

RELIANCE MARINE TERMINALS LTD.
Certification application:
Longshoremen: Port of Montreal: 222; rejected, 441.

REMPEL-TRAIL TRANSPORTATION LTD.
Certification application:
Rempel-Trail Transportation Employees Association: 881.

REMPEL-TRAIL TRANSPORTATION EMPLOYEES ASSOCIATION
Certification application:
Rempel-Trail Transportation Ltd.: 881.

RETAIL, WHOLESALE AND DEPARTMENT STORE UNION
Certification application:
National Feeds Ltd.: 372; granted, 441.

Dispute:
National Feeds Limited: CO appointed, 584; CB appointed, 729; CB fully constituted, 795; CB report, 879 (Supplement No. 7, 1970).

RICHARDSON TRANSPORT LTD.
Certification application:
Teamsters: application for revocation, 58; rejected, 145.
Dispute:
Truckers and cartagemen: CB appointed, 59; CB fully constituted, 143; CB report, 220 (Supplement No. 1, 1970).

RIO ALGOM MINES LIMITED
Disputes:
Operating Engineers: Nordic Mine and Quirke Mine: Elliot Lake: CO appointed, 728; settlement, 794.
Steelworkers: Nordic Mine and Quirke Mine—Office and Technical Workers: Elliot Lake: CO appointed, 728; settlement, 794.

RIVERSIDE MARINE LIMITED
Certification application:
Teamsters: 733; withdrawn, 798.

RIVTOW MARINE LIMITED
Certification application:
Operating Engineers: 221; granted, 371.
Dispute:
Operating Engineers: CO appointed, 438; settlement, 795.
Intervener, certification application:
Seafarers: granted, 371.

ROBERVAL EXPRESS LIMITED
Certification application:
Teamsters: 309; representation vote, 507; rejected, 796.
Intervener, certification application:
Le Syndicat du Transport Routier Inc. (CSN): representation vote, 507; rejected, 796.

ROBIN HOOD FLOUR MILLS LIMITED
Disputes:
Food and Allied Workers: office employees: CO appointed, 438; settlement, 438.
Food and Allied Workers: plant employees: CO appointed, 310; settlement, 439.
Le Syndicat National des Employes de Robin Hood Flour Mills Limited (CSN): CO appointed, 504; settlement, 729.

THE ROYAL CANADIAN MINT
Dispute:
Public Service Alliance of Canada: CO appointed, 218; settlement, 310.

RYAN TRUCKING AND TERMINAL LIMITED
Certification application:
Letter Carriers: 372; granted, 582.

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SABENA BELGIAN WORLD AIRLINES
Dispute:
Transport Workers: traffic agent, cargo agents and warehousemen, Montreal: CO appointed, 504; CB appointed, 585; CB fully constituted, 730; CB report, 879 (Supplement No. 8, 1970).

SAGUENAY TERMINALS LIMITED
Certification applications:
Le Syndicat National des Debardeurs de la Baie Ha! Ha! Inc.: gatemen: 508; granted, 582.
Le Syndicat National des Debardeurs de la Baie Ha! Ha! Inc.: longshoremen: request for review, 145, 221.
Le Syndicat National des Employes du Terminus Maritime du Saguenay: request for review under Sec. 61 (2) (change of name), 733.

ST. LAWRENCE SEAWAY AUTHORITY
Certification application:
Public Service Alliance of Canada: employees in Engineering Branch, Montreal: 145; granted, 220.

ST. LAWRENCE STEVEDORING (WESTERN) LIMITED
Intervener, certification applications:
Longshoremen: Seaway Terminals Division: granted, 656.
Operating Engineers: Seaway Terminals Division: 442; granted, 656.

SASKATCHEWAN WHEAT POOL
Dispute:
Brewery workers: CO appointed, 218; CB appointed, 439; CB fully constituted, 506; settlement, 660.

SEAFARERS' INTERNATIONAL UNION OF CANADA
Certification applications:
D'Auteuil Lumber and J. Grenier: 57; granted, 220.
False Creek Towing Co. Ltd.: 221; granted, 308.
Maritime Towing Company Limited: 145; rejected, 796.
Messabec Limitée: granted, 56.
Messagerie Cotiere Limitée: 309; withdrawn, 372.
Orleans Navigation Inc.: rejected, 57.
Disputes:
B.C. Towboat Owners' Association: CB appointed, 370; CB fully constituted, 506; CB report, 795 (Supplement No. 7, 1970).
Canadian National Steamship Company Limited: CB appointed, 59; CB fully constituted, 143; CB report, 586 (Supplement No. 4, 1970).
CP Railway Company (B.C. Coast Steamship Service): CO appointed, 59; CB appointed, 370; CB fully constituted, 439; CB report, 586 (Supplement No. 4, 1970); settlement, 730.
Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service): CO appointed, 438; CB appointed, 878.
Messabec Limitée: CO appointed, 584.
Northland Navigation Co. Ltd.: CO appointed, 438; CB appointed, 585; CB fully constituted, 660.
West Line Ltd.: CO appointed, 59; CB appointed, 439; CB fully constituted, 506; settlement, 730.
Intervener, certification application:
RivTow Marine Ltd.: granted, 371.

SEAWAY TERMINALS
Certification application:
Operating Engineers: 442; granted, 656.
Intervener, certification application:
Longshoremen: St. Lawrence Stevedoring (Western) Limited: granted, 656.

SERVICE EMPLOYEES' INTERNATIONAL UNION
Certification applications:
Atomic Energy of Canada Limited: application for revocation, 508; granted, 657.
Neil W. Campbell (*et al.*): application for revocation, 508; granted, 657.
Wasylenko, Wayne (*et al.*): application for revocation, 508; granted, 657.
Dispute:
Atomic Energy of Canada Limited: settlement, 143.

LES SERVICES MENAGERS ROY LTEE
Dispute:
le Syndicat général du cinéma et de la télévision (CSN): CO appointed, 369; CB appointed, 439; settlement 730.

SHERIDAN PARK ATOMIC ENERGY DRAFTSMEN
Dispute:
Atomic Energy of Canada Limited: settlement, 59.

THE SHIPPING FEDERATION OF CANADA, INC.
Disputes:
Longshoremen: Port of Halifax: CO appointed, 504 settlement, 729.
Longshoremen: Port of Saint John: CO appointed, 438 settlement, 729.
Longshoremen: Halifax, and Saint John,: CO appointed 310; settlement, 505.

SKYCHARTER
Certification application:
Machinists: Division of Sky Charter Aircraft Sale Limited: 798; withdrawn, 881.

ART SMITH CONSTRUCTION CO. LTD.
Certification application:
Teamsters: 658; withdrawn, 881.

SMITH TRANSPORT LIMITED
Dispute:
Teamsters: 584; settlement, 878.

SMITH TRANSPORT (MARITIME) LTD.
Dispute:
Teamsters: 584; settlement, 878.

SPRUCELEIGH FARMS
Dispute:
Grain millers: Division of Canada Packers Limited: CO appointed, 142; settlement, 142.

STEARNS-ROGER CANADA LTD.
Certification application:
Plumbers and Pipefitters: granted, 56.

STEELWORKERS OF AMERICA, UNITED
Certification applications:
Agnew Lake Mines Limited: Espanola, Ont.: 583; granted, 731.
Agnew Lake Mines Limited: Hyman Township, Ont.: rejected, 56.
Atomic Energy of Canada Limited (employees at Whiteshell Nuclear Research Establishment, Pinawa): 732; granted, 880.
Valleyfield Dock and Terminal Co. Ltd.: withdrawn, 221.
Venus Mines Ltd. (NPL): 798.
Disputes:
Anvil Mining Corporation Limited: CO appointed, 58; settlement, 59.
Canadian Arsenals Limited (Small Arms Division): CO appointed, 142; CB not appointed, 220; settlement, 310.
Cominco Ltd.: Con and Rycon Operations: CO appointed, 878.
Denison Mines Limited: CO appointed, 505; settlement, 659.
Inspiration Limited (Mining Services Division): 584; settlement, 728.
National Harbours Board (Port Colborne): CO appointed, 438; settlement, 585.
New Imperial Mines Ltd.: CO appointed, 309; settlement, 369.
Rio Algom Mines Limited: Nordic Mine and Quirke Mine—office and technical workers: Elliot Lake: CO appointed, 728; settlement, 794.
United Keno Hill Mines Limited: CO appointed, 505.
Intervener, certification application:
Agnew Lake Mines Limited: Hyman Township, Ont.: rejected, 56.

STEININGER, GEORGE H.
Intervener, certification application:
Railway, Airline and Steamship Clerks: representation vote, 582.

STRACHAN TRUCKING LIMITED
Certification application:
Operating Engineers: rejected, 144.

STRAITS BARGE LTD.
Dispute:
Operating Engineers: CO appointed, 438; settlement, 794.

STRATHROY FLOUR MILLS
Certification application:
Grain Millers: 733; representation vote—certification, 880.

SWIFT CANADIAN CO. LIMITED
Certification application:
Meat Cutters: representation vote, 144; rejected, 221.

SYNDICAT DES EMPLOYES DE L'AVIATION REGIONALE (CSN)
Certification application:
Gagnon Air Service Ltd.: 881.

SYNDICAT DES EMPLOYES DE TESSIER & FILS LTEE (CSN)
Certification application:
Tessier & Fils Ltée: 309; withdrawn, 508.

SYNDICAT DES JOURNALISTES DE MONTREAL INC.
Certification application:
CKJL, Radio-Laurentide Inc.: 658; granted, 731.

LE SYNDICAT DES JOURNALISTES DE MONTREAL INC. (CSN)
Certification applications:
CKJL, Radio-Laurentide Inc.: 658; granted, 731.
Radio Laval Inc. (CKLM): 733; withdrawn, 881.
La Voix de l'Est Limitée—Department CHEF: 659.

LE SYNDICAT DU TRANSPORT ROUTIER INC. (CSN)
Intervener, certification application:
Roberval Express Limited: representation vote, 507; rejected, 796.

SYNDICAT GENERAL DE LA RADIO (CSN) CKVL
Certification application:
Radio Futura Limitée (Radio Stations CKVL-AM and CKVL-FM: request for review granted, 880.

LE SYNDICAT GENERAL DU CINEMA ET DE LA TELEVISION (CSN)
Disputes:
Canadian Broadcasting Corporation: CO appointed, 505; CB appointed, 585.
Les Services Ménagers Roy Ltée: CO appointed, 369; CB appointed, 439; settlement, 730.

SYNDICAT NATIONAL DE LA MEUNERIE MAPLE LEAF LIMITEE (CSN)
Certification application:
Maple Leaf Mills Limited: 58; granted, 371.
Dispute:
Les Moulins Maple Leaf Ltée: CO appointed, 504; settlement, 729.

Le Syndicat National des Debardeurs de la Baie ha! ha! Inc.

Certification applications:

Saguenay Terminals Limited: gatemen: 508; granted, 582.

Saguenay Terminals Limited: longshoremen: request for review, 145, 221.

Le Syndicat National des Employes de Ogilvie Flour Mills Co. Limited (csn)

Dispute:

Ogilvie Flour Mills Co. Limited: CO appointed, 504; settlement, 729.

Le Syndicat National des Employes de la s.c.h.l. (csn)

Dispute:

Central Mortgage and Housing Corporation (St. George Gardens Apartments): CO appointed, 369; CB appointed, 505; CB fully constituted, 585; settlement, 730.

Syndicat National des Employes de Radio Etchemin (cfls) (csn)

Certification application:

Radio Etchemin Inc.: 583; granted, 879.

Le Syndicat National des Employes de Robin Hood Flour Mills Limited (csn)

Dispute:

Robin Hood Flour Mills Limited: Montreal: CO appointed, 504; settlement, 729.

Le Syndicat National des Employes des Minoteries Phenix (csn)

Dispute:

Les Minoteries Phenix Limitée: CO appointed, 504; settlement, 729.

Le Syndicat National des Employes du Terminus Maritime du Saguenay

Certification application:

Saguenay Terminals Limited (Terminus Maritime du Saguenay Ltée): request for review under Sec. 61 (2) (change of name), 733.

Syndicate of Employees of the Montreal City and District Savings Bank

Dispute:

Montreal City and District Savings Bank: CO appointed, 659; settlement, 728.

T

Teamsters, Chauffeurs, Warehousemen and Helpers of America, International Association of

Certification applications:

Atco (Western) Ltd.: 659; rejected, 880.

J. B. Baillargeon Express Limited: 145; representation vote, 308; granted, 441.

Bekins Moving & Storage Company (Alberta) Ltd.: 583; representation vote—certification, 880.

Bellechasse Transport Inc.: 442; withdrawn, 508.

Bigelow, Clifford (*et al.*): rejected, 507.

J. Brault Inc.: 658.

Builders Supply land: Division of Stratford Motel (Yukon) Ltd.: 583; granted, 657.

Bulk Carriers Ltd.: 658.

W. R. Cameron Limited: 309; granted, 371.

Catalano Produce Ltd.: 372; withdrawn, 442.

Chapman Transport Limited: 583; granted, 796.

Chemical Leaman Tank Lines Inc.: 222; representation vote, 442; rejected, 507.

Robert Dimmer (*et al.*): application for revocation, 58; rejected, 145.

Direct Motor Express (Quebec) Ltd.: 58; granted, 308.

Tony Eckert: application for revocation, 798; granted, 880.

Expressway Transport: 508; withdrawn, 582.

Hunt Transport Ltd.: 442; granted, 507; application for revocation, 583; rejected, 658.

Imperial Roadways Limited: 145; granted, 308.

K.N.R. Truck Lines: 442; 508; representation vote, 657; granted, 731; rejected, 732.

Lakehead Freightways Limited: application for revocation, 145; withdrawn, 309.

M. & P. Transport Ltd.: 309; granted, 371.

McAllister, Thomas J. (*et al.*): application for revocation, 583; rejected, 658.

McCamon, W. O. (*et al.*): application for revocation, 508; representation vote—revocation, 657; application for revocation granted, 732.

McKee Moving and Storage Co. Ltd.: application for revocation, 508; representation vote—revocation, 657; application for revocation granted, 732.

Maroney's Express Limited: granted, 56.

Melchin Auto Transport Ltd.: application for revocation, 798; granted, 880.

Merit Transport Limited: rejected, 57.

Norton-Cargo Limited: 442; granted, 656.

Pan American World Airways Inc.: 881.

Art Penner: application for revocation granted, 880.

Neil Penner Highway Service: 222; granted, 441.

Persadrive Transportation Services Ltd.: 583; withdrawn, 732.

Professional Drivers' Pool: 583.

Reimer Express Lines Limited: 222; withdrawn, 309.

Richardson Transport Ltd.: application for revocation, 58; rejected, 145.

Riverside Marine Limited: 733; withdrawn, 798.

Roberval Express Limited: 309; representation vote, 507; rejected, 796.

Art Smith Construction Co. Ltd.: 658; withdrawn, 881.

Vanmarnel Construction Co. Ltd.: 58; withdrawn, 309.

Harv Wilkening Transport (Harvie Wilkening): 658; granted, 731.

Disputes:
Active Cartage Ltd. (Toronto and Fort Erie Terminals): CO appointed, 505; CB not appointed, 660; strike action, 730.
Buffalo and Fort Erie Public Bridge Authority: CO appointed, 584; CB appointed, 729.
CP Air (commissary attendants), Vancouver International Airport: CB appointed, 142; CB fully constituted, 219; CB report, 310 (Supplement No. 2, 1970); settlement, 370.
W. R. Cameron Limited: 659; settlement, 794.
Canadian Freightways Limited: CO appointed, 219; CB not appointed, 370; strike action, 440.
Empire Freightways Ltd.: CO appointed, 218; settlement, 310.
Gill Interprovincial Lines Ltd.: CO appointed, 218; settlement, 369.
Hunt Transport Ltd.: CO appointed, 584; CB appointed, 729; CB fully constituted, 878.
Imperial Roadways Limited: CO appointed, 369; settlement, 729.
Kent Driver Services Limited: settlement, 370.
Leamington Transport (Western) Ltd.: CO appointed, 309; dispute settled by mediation, 660.
Little Chief B-Line Express Ltd.: CO appointed, 219; CB not appointed, 370; strike action, 440.
Loiselle Transport Limited: CO appointed, 219; CB not appointed, 370; strike action, 440.
McKinlay Transport Limited: CO appointed, 728; CB not appointed, 795.
Maroney's Express Limited: CO appointed, 369; CB not appointed, 440.
Midland Superior Express Limited: CO appointed, 218; settlement, 505.
Millar and Brown Limited: CO appointed, 219; CB not appointed, 370; strike action, 440.
Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies): CO appointed, 585; CB appointed, 795; CB fully constituted, 878.
Wm. C. Norris Limited (Toronto Terminal): CO appointed, 59; settlement, 369.
Norton-Cargo Limited: CO appointed, 794.
Neil Penner Highway Service: CO appointed, 584; CB appointed, 878.
Smith Transport Limited: CO appointed, 584; settlement, 878.
Smith Transport (Maritime) Ltd.: CO appointed, 584; settlement, 878.
Intervener, certification application:
K.N.R. Truck Lines: Vancouver, B.C.: representation vote, 657; granted, 731.

Telegraph Workers, United
Certification application:
Canadian National Railways—Telecommunications Department: 881.

Television and Radio Artists, Canadian Association of
Certification application:
Radio Station CFRA Ltd., Ottawa: announcers and continuity writers: 881.

La Television de Quebec (Canada) Ltee
Dispute:
Broadcast Employees: CO appointed, 59; settlement, 310.

Terminus Maritime Inc.
Certification applications:
Longshoremen: Port of Quebec: granted, 144.
Railway, Airline and Steamship Clerks: application for revocation, 145.
Dispute:
Longhoremen: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.

Tessier & Fils Ltee
Certification application:
Syndicat des Employes de Tessier & Fils Ltée (CSN): 309; withdrawn, 508.

Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of
Certification application:
Radio Dartmouth Limited (CFDR): 732.
Dispute:
V.T.R. Productions Limited: CO appointed, 584; CB not appointed, 660.
Intervener, certification application:
Baton Broadcasting Limited (CFTO-TV): representation vote, 221; rejected, 308.

Three Rivers Shipping Company Limited
Dispute:
Longshoremen: settlement, 585.

Traffic Employees' Association
Dispute:
Bell Canada (Montreal): CO appointed, 369; settlement, 439.

Transair Limited
Dispute:
Air Line Flight Attendants: Winnipeg International Airport: CO appointed, 218; CB appointed, 310; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); settlement, 730.

Trans-Lake Shipping Ltd.
Certification application:
Railway, Transport and General Workers: 222; granted, 308.

TRANSOL INC.
Certification application:
Canadian Union of Public Employees: 58; granted, 220.

TRANSPORT DRIVERS, WAREHOUSEMEN AND HELPERS' UNION
Disputes:
M & P Transport Ltd.: CO appointed, 504; settlement, 585.
Transport Frontenac Ltée: settlement, 59.

TRANSPORT FRONTENAC LTEE
Dispute:
Transport Drivers: settlement, 59.

TRANSPORT WORKERS' UNION OF AMERICA
Dispute:
Sabena Belgian World Airlines (traffic agent, cargo agents and warehousemen, Montreal): CO appointed, 504; CB appointed, 585; CB fully constituted, 730; CB report, 879 (Supplement No. 8, 1970).

TRUCKERS, CARTAGEMEN, CONSTRUCTION AND BUILDING EMPLOYEES
Disputes:
Canadian Freightways Limited: CO appointed, 219; CB not appointed, 370; strike action, 440.
Gill Interprovincial Lines Ltd.: CO appointed, 218.
Grimshaw Trucking & Distributing Ltd.: CO appointed, 310; settlement, 439.
Kingsway Freightlines Limited: CO appointed, 584; settlement, 659.
Little Chief B-Line Express Ltd.: CO appointed, 219; CB not appointed, 370; strike action, 440.
Loiselle Transport Limited: CO appointed, 219; CB not appointed, 370; strike action, 440.
Midland Superior Express Limited: CO appointed, 218; settlement, 505.
Millar and Brown Limited: CO appointed, 219; CB not appointed, 370; strike action, 440.
Monarch Transport Ltd.: CB not appointed, 143; strike action, 143; strike termined, 220.
Richardson Transport Ltd.: CB appointed, 59; CB fully constituted, 143; CB report, 220 (Supplement No. 1, 1970).

CAPITAINE H. TURBIS ENRG.
Certification application:
Longshoremen: granted, 144.
Dispute:
Longshoremen: CO appointed, 142; CB appointed, 219; CB fully constituted, 440; CB report, 660 (Supplement No. 5, 1970); strike action, 730.

TYLER TRANSPORT LIMITED
Certification application:
Meat Cutters and Butcher Workmen: 881.

U

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA *See* PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES

UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA, INTERNATIONAL UNION OF *See* BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA, UNITED, INTERNATIONAL UNION OF

UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA *See* ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, UNITED

UNITED GRAIN GROWERS LTD.
Certification application:
Meat Cutters and Butcher Workmen: Canwest Seed Company plant, Edmonton: 881.
Dispute:
Brewery Workers: CO appointed, 218; CB appointed, 439; CB fully constituted, 506; settlement, 660.

UNITED KENO HILL MINES LIMITED
Dispute:
Steelworkers: CO appointed, 505.

UNITED MINE WORKERS OF AMERICA *See* MINE WORKERS OF AMERICA, UNITED

UNITED RADIO AND TELEVISION WORKERS' UNION (CLC)
Certification application:
C.K.A.C. Limitée: granted, 56; representation vote, 372 (Reasons for Judgment, Supplement No. 3, 1970); granted, 507.

UNITED STEELWORKERS OF AMERICA *See* STEELWORKERS OF AMERICA, UNITED

UNITED TRANSPORTATION UNION
Certification applications:
National Harbours Board (Port of Montreal): Ottawa: 442; representation vote, 508; granted, 656.
Ontario Northland Railway: Locomotive Engineers: 881.
Picard, Edmond N. (et al.): request for review denied, 880.
Quebec North Shore and Labrador Railway Company: request for review under Sec. 61 (2); 798; denied, 880.
Vienneau, J. G. (et al.): request for review denied, 880.
Disputes:
Canadian National Railways (drivers, road cruiser highway bus service in Newfoundland area): CO appointed, 438; settlement, 659.
Quebec North Shore and Labrador Railway Company: settlement, 142.
Quebec North Shore and Labrador Railway Company: CO appointed, 438; CB appointed, 506, CB fully constituted, 730.

UPPER LAKES SHIPPING LTD.
Certification application:
Railway, Transport and General Workers: 222; granted, 308.

UPPER OTTAWA IMPROVEMENT COMPANY
Dispute:
Woodworkers: CO appointed, 584; settlement, 728.

V

V.T.R. PRODUCTIONS LIMITED
Dispute:
Theatrical Stage Employees: CO appointed, 584; CB not appointed, 660.

VALLEYFIELD DOCK AND TERMINAL CO. LTD.
Certification applications:
Railway, Airline and Steamship Clerks: 658; granted, 796.
Steelworkers: withdrawn, 221.

VANMARNEL CONSTRUCTION CO. LTD.
Certification application:
Teamsters: 58; withdrawn, 309.

VENUS MINES LTD. (NPL)
Certification application:
Steelworkers: 798.

VIENNEAU, J. G. (*et al.*)
Certification application:
United Transportation Union: request for review denied, 880.

LA VOIX DE L'EST LIMITEE—DEPARTMENT CHEF
Certification application:
Le Syndicat des Journalistes de Montreal Inc. (CSN)—Section CHEF: 659.

VOLD, GEORGE A. (*et al.*)
Intervener, certification application:
K.N.R. Truck Lines: representation vote, 657; rejected, 732.

W

WARNOCK HERSEY INTERNATIONAL LIMITED *See* EASTERN CANADA STEVEDORING DIVISION

WASYLENKO, WAYNE *(et al.)*
Certification application:
Service employees: application for revocation, 508; granted, 657.

WEST CANADIAN AIR NAVIGATORS' ASSOCIATION
Certification application:
Pacific Western Airlines Ltd.: 222; granted, 371.

WEST LINE LTD.
Dispute:
Seafarers: CO appointed, 59; CB appointed, 439; CB fully constituted, 506; settlement, 730.

WESTERN ONTARIO BROADCASTING COMPANY LTD.
Certification application:
Directors Guild of America, Inc.: 58; withdrawn, 221.

WESTERN STEVEDORING CO. LTD.
Certification application:
Longshoremen and Warehousemen: rejected, 308 (Reasons for Judgment, Supplement No. 1, 1970).

WESTMOUNT MOVING AND STORAGE LIMITED
Dispute:
Cartage and Miscellaneous Employees: CO appointed, 58; settlement, 505.

WESTSHORE TERMINALS LTD.
Certification application:
Longshoremen and Warehousemen: 309; granted, 441.

WESTWARD SHIPPING LTD.
Dispute:
Railway and Transport Workers: CO appointed, 438.

WHITEHORSE, CITY OF *See* CITY OF WHITEHORSE

HARV WILKENING TRANSPORT
Certification application:
Teamsters: 658; granted, 731.

WOLFE STEVEDORES (1968) LTD.
Certification application:
Longshoremen: Port of Montreal: 222; rejected, 441.

WOODWORKERS OF AMERICA, INTERNATIONAL
Dispute:
Upper Ottawa Improvement Company: CO appointed, 584; settlement, 728.

Y

YUKON CONSTRUCTION COMPANY LIMITED
Certification application:
Carpenters and Joiners. 798.

The Labour Gazette

January 1970



This country needs labour standards, employees need to have the right to organize, we need good industrial relations, we also must fight discrimination, and we need to bridge the gap between the rich and the poor, said Labour Minister Bryce Mackasey at the opening of the National Tripartite Conference. See the article on the conference, p. 14.



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Official Journal Canada Department of Labour
Vol. 70, No. 1/January 1970

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New Year messages



Hon. Bryce Mackasey, Minister
Canada Department of Labour

The celebration during the past year of the 50th Anniversary of the International Labour Organization has helped to focus national attention on the concept of tripartite responsibility for industrial relations. The concept is not new, but it needs to be given greater emphasis on the Canadian scene. I think the National Tripartite Conference, held in Ottawa this fall helped to do just that.

I hope it will be possible during the coming year to make the concept still more meaningful. Labour, management and government each has a separate role to play in the development of better industrial relations. But they also have a common responsibility that can only be met by tripartite discussion and deliberation.

During the past year, the Department of Labour has been heavily engaged in a review of the federal industrial relations law—a review based on the findings of the Task Force on Labour Relations. That review will lead to proposals for legislative change. And I am confident that these proposals will represent an important step forward.

However, if we are to tackle successfully the central labour problems of our time—many of which flow from rapid industrial progress—the three components of the tripartite triangle will have to work together with increasing conviction and determination. They will have to approach each other in a problem-solving spirit conscious of their interdependence, seeking out common causes of concern, reducing areas of conflict. They will have to pay more and more attention to the type of "bridge-building" that was in evidence at the National Tripartite Conference.

It is my hope that, in moving forward along these lines, it will be possible to deal more effectively, not only with the problems that confront people at the bargaining table, but also with the social and economic problems that confront the less fortunate Canadians. I believe we have the ability and the strength to do so.

My sincere best wishes for 1970.

Donald MacDonald, President,
Canadian Labour Congress

Canada is entering the 1970s with little evidence that either governments or much of the Canadian Public appreciate the real and vital problems that confront hundreds of thousands of Canadians.

A year ago, poverty was a popular subject of discussion; it appeared to be a new discovery to many. They had been shocked by the hard statistical fact that at least one out of every five Canadians was living in a condition of poverty. A year has now passed, and this condition persists. There are even indications that it is worsening. The gap between the rich and the poor within our own boundaries has been widening.

Our failure to meet these conditions is a clear illustration of the lack of desire or ability, or both, to meet the real social challenges of the times. There has been a diversion of resources into military purposes and other means have been directed to scientific use. Meantime, people have suffered, and continue to suffer.

Over a period of many years, and at the cost of great struggle and sacrifice on the part of many people, some progress has been made in social legislation. Now we are faced with a situation in which this haphazard growth has resulted in an alarming lack of co-ordination in the country's social activities, leaving serious gaps, and at the same time giving cause for questioning concerning overlapping and inefficiency.



We find ourselves in a period in which a rapidly changing economic pattern imposes stresses and strains. Those who are least capable of protecting themselves suffer most, because our social structure fails to give them adequate protection. This is particularly true of pensioners and others on fixed income. It is also true of the working population who labour to maintain an existence little above the poverty level. It is only necessary to look at the great efforts governments have to exert in order to enforce minimum wage laws, to realize the state of poverty in which many working Canadians exist.

At the same time, **the number of unemployed continues to increase. Statistics on unemployment have been rising at an alarming rate, and there is every indication that they will go still higher during the winter months.**

Already there has been clear and blatant evidence of efforts to make it appear that the working people and their organizations are responsible for the economic troubles that confront the nation. Trade unions, and particularly the Canadian Labour Congress, have been sounding warnings of these dangers for many, many months. Unfortunately, those who have been absorbed with a psychotic fear of inflation seem to have overlooked some of the fundamental factors that affect the welfare of the people.

This is not a time for recrimination; it is a time for dedication. In this season, when there are such expressions of good will and concern for mankind, let us dedicate ourselves to the true welfare of the people here in Canada and throughout the world. Never in the history of mankind have there been such opportunities for service. Let 1970 be the year in which we use these opportunities.

Message delayed

A New Year message was not received from CNTU President Marcel Pepin in time for inclusion in the January issue of The Labour Gazette. A message from Mr. Pepin is being prepared and should appear in the February issue.

Charles Smith, Chairman,
Canadian Railway Labour Executives Association

As we enter the year 1970, it is once again my pleasure to extend to all members and their families fraternal greetings from the Canadian Railway Labour Executives' Association.

In retrospect, the past year has proved to be an exciting and challenging period for railway labour, and our Association has endeavoured to maintain a posture of responsibility and integrity in meeting the tests of these complex times. In order to do this, the Association has now consolidated its administrative offices—executive, research and public relations—in a central office in Ottawa, resulting in a more efficient operation capable of functioning in the best interests of all employees engaged in the transportation industry.

Highlight of the year was probably the receipt of the Report of the Task Force on Labour Relations. This report, which was the result of a two-year study, has been carefully analyzed by all labour bodies, including our Association, and we made our views known to the Government in a submission to the Minister of Labour. Legislation based on the Task Force Report will no doubt be introduced in the near future, and we trust that our representations will be given consideration, and that every opportunity will be provided for discussion of such legislation, which will affect the welfare of our people.

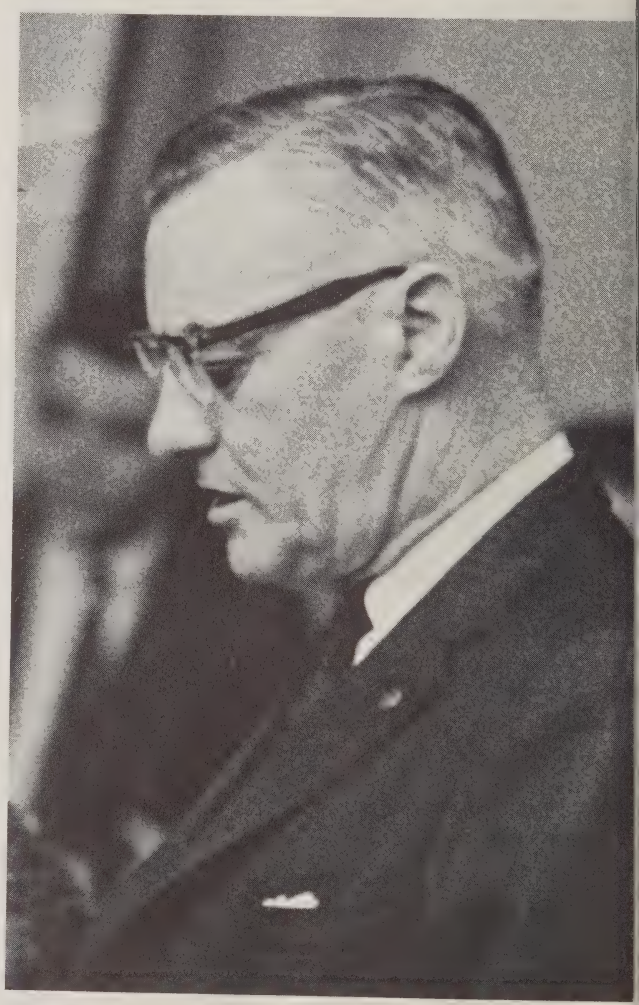
I am pleased to be able to say that the working relationship between our Association and the Department of Labour is of the highest character, and we appreciate the co-operation we receive from the Minister of Labour and his staff.

Like all Canadians, we are greatly concerned in the problem of inflation control, particularly so when contemplating the situation confronting so many of our retired employees, who see their fixed retirement income deteriorating rapidly in purchasing value. **It is our position that price increases should be subject to review and justification in a similar manner to wage increases, which are subjected to scrutiny and review by the highest tribunals. To deliberately create unemployment as a method of inflation control is surely a retrograde step and an admission of defeat.**

In 1969, the International Labour Organization ce
brated its 50th birthday. The occasion was marked
a tripartite conference in Ottawa, October 26 to
attended by labour, management and government
presentatives. In the short time available, the conferen
studied many aspects of industrial relations, and
though it was not its purpose to arrive at positive co
clusions, it seemed to be conceded that restrictive leg
lation was not the answer to labour unrest.

The need for better communication services to provi
for an informed membership is very evident, and I ho
that, as we go forward into 1970, every effort will
made in this respect; I particularly appeal to the ra
and file membership to take a renewed interest in t
work of their locals, because this is where true unionis
originates.

May I extend to one and all my sincere wishes for
happy and prosperous 1970.





The press interviews Mr. Mackasey

Department of Labour today

Press backgrounder

The Canada Department of Labour in October held a press backgrounder for journalists from across Canada whose specific field is industrial relations reporting. It was the first of its kind held by the Department. During the two-day meeting, the 24 journalists were given briefings by Labour Minister Bryce Mackasey and senior officials, shown two recent films made by the Department and taken through the Department's headquarters in Ottawa. **The aim of the backgrounder was to acquaint the reporters with the programs, facilities, personnel, and work of the Department.**

Those attending were: Peter Calamai, Southam News, Ottawa; Frank Collier, The Gazette, Montreal; Don Collins, The Daily Colonist, Victoria; Spiros de Bono, The Windsor Star; Marcel Desjardins, Le Droit, Ottawa; Eric Dennis, Chronicle-Herald, Halifax; Jean-Luc Duguay, Le Devoir, Montreal; Paul Dunn, Canadian Press, Ottawa; Ed Finn, columnist, Ottawa; Dennis Foley, Ottawa Citizen; John Forsyth, The Winnipeg Tribune; Jim Hayes, The Ottawa Citizen; Frank Jones, Toronto Daily Star; Peter Krien, The Hamilton Spectator; Wilfred List, The Globe and Mail, Toronto; Joseph Luchetti, The Sault Daily Star, Sault Ste. Marie; Dudley Magnus, The Winnipeg Free Press; François Mailhot, Le Soleil, Quebec City; Marjorie Nicholls, The Ottawa Journal; Harold Poitras, The Montreal Star; Jack Schreiner, Financial Post, Toronto; Farmer Tissington, Thompson Newspapers, Ottawa; Mark Zwelling, The Telegram, Toronto.

News briefs

■ **A compulsory checkoff of union dues has gone into effect for Ontario civil servants.** As of October 26, 1969, the regulation was applied to probationary and regular staff, excluding employees who are in positions or classifications that have been removed from collective bargaining. Deductions are $1.20 every two weeks.

Provincial Secretary Robert Welch said that he will introduce legislation in the next session of the Legislature to put into effect some recommendations of a report on civil service collective bargaining issued last May by Judge Walter Little (L. G., Sept. 1969, p. 522).

■ **The International Chemical Workers Union has been expelled from the AFL-CIO.** The move came at the organization's eighth biennial convention in Atlantic City, N.J. AFL-CIO President George Meany said that the union could not expect to belong to the Alliance for Labour Action as well as the AFL-CIO. He charged that the ALA, set up by the Teamsters and the United Auto Workers, was a rival group organized to help raid AFL-CIO unions.

At the convention, delegates called on the U.S. Congress to review the National Labor Relations Act and rewrite it "to make a reality of the right to organize and bargain collectively, without discrimination by employer." The convention demanded also that the section of the act allowing states to pass right-to-work laws be deleted.

The organization's executive council authorized a charter for a new Bakery and Confectionery Workers Union to be formed by the merger of the AFL-CIO's American Bakery and Confectionery Workers and the Independent Bakery and Confectionery Workers. The independent union was ousted from the AFL-CIO in 1957.



R. Nat Gray

■ **R. Nat Gray has joined the Canada Department of Labour as senior mediator and industrial relations consultant for the airline industry.** Mr. Gray joined the International Association of Machinists and Aerospace Workers in 1943, and in 1946 he was the founding president of Transoceanic Lodge 1751 of IAM. In 1949, he became secretary for the Canadian Office of IAM, a post that he held for 12 years. He was also Grand Lodge Representative for the IAM for eight years, during which time he negotiated contracts and organized, primarily in the aircraft industry.

■ **Automation is putting more Indians in prison than any other single cause, says an inmate of the British Columbia penitentiary.** The man, an Indian from a B.C. reservation, was speaking at a recent weekly meeting of the penitentiary's Indian and Métis Education Club. "Life was good for the Indian until 1940 or so. We had plenty of drunks and we liked to fight, but we didn't have all that white man's crime," he said. "Before 1940, there were fewer Indians in jail, except for drinking and fighting. Then automation started taking over our non-skilled, seasonal jobs."

The man pointed out that, although Indians formed only 2 per cent of B.C.'s population, 10 per cent of the 600 inmates of the prison are Indian. "Why does the Indian turn to crime? Because there are few jobs for the uneducated. With no work to do, we get drunk and turn to crime," he said.

■ **Changes in labour legislation have been called for by the Canadian Construction Association to facilitate multitrade, multiparty agreements.** In a brief to the federal Government, the Association asked that changes allow accreditation of construction employers' associations that would have exclusive bargaining rights for their sector of the industry.

On the increases in construction wage rates, the CCA said that they had been, on average, almost double those in industry as a whole and this in spite of lengthy and costly work stoppages to contractors who sustained these in an effort to achieve greater price stability. Contractors could not merely pass on cost increases to their customers as the vast majority of contracts are on a firm price basis, the brief said.

As for the instability in the construction growth rate, the CCA pointed out that the swings in construction activity have been accentuated by governments with respect to their public works programs and policies concerning residential construction. It recommended to the federal Government that its construction programs be better co-ordinated; that it publish three- to five-year projections or longer of their construction outlays; improved Federal-Provincial liaison in this area; and that it rely less on construction activity as an "economic regulator." The Association said that such actions would help to reduce inflationary factors experienced in times of sharp upswings in the past and the excessive cost of unused capacity in terms of equipment, manpower and material production in times when construction activity has levelled out or fallen.

■ **Estimated average annual family income in Canada in 1967 increased by 16 per cent over 1965. The 1967 figure was $7,596 and the 1965 figure was $6,536,** says the Dominion Bureau of Statistics. The report is based on the results of interviews with individuals in some 20,000 households across Canada. About half the increase can be counted as real gain, because consumer price increases absorbed the rest.

In individual incomes, women were still far behind men in 1967 with average income of $2,303 compared with $5,331 for men. Women however, gained more in percentage. Their incomes rose 23 per cent over 1965 levels as against 17 per cent for men.

The 1967 estimates show also that the proportion of families receiving incomes of less than $5,000 decreased to 29.7 per cent, from 37.9 per cent while the proportion receiving $10,000 and up increased to 22.5 per cent from 14.6 per cent. This brought the total in the $10,000-and-over bracket to more than one million families. For purposes of the survey, a family is defined as a group living together and related by blood, marriage, or adoption. By regions, the survey showed that Ontario had the highest average family income in 1967, $8,466, while the Atlantic region had the lowest, $5,756.

The survey shows also a downward shift in the estimated proportion of families below the income levels that were used by the Economic Council of Canada as indicators of poverty. In 1967, the proportion was 18.6 per cent as against 21.2 per cent in 1965. In round figures, the number of families in this category is estimated to have declined to 840,000 in 1967 from more than one million in 1961, despite a substantial increase in total population.

The new poverty estimates are arrived at by applying the low income cutoffs previously used by the Council in its 1968 annual review, now adjusted for consumer price increases. The new poverty lines for 1967, with previous figures in brackets, are: single person, $1,740 ($1,500); family of two, $2,900 ($2,500); three, $3,480 ($3,000); four, $4,060 ($3,500); five or more, $4,640 ($4,000). The proportion of families below these cutoffs, by regions, showed the Atlantic region as having the highest ratio, and Ontario the lowest, 12 per cent.

■ **Gordon McCaffrey has been appointed Assistant Director of the Legislative Department of the Canadian Labour Congress.** Mr. McCaffrey, 45, attended school in Toronto and Ottawa and graduated in political science and economics from the University of Toronto, where he also received his Master of Arts degree. He has done additional graduate studies at York University.

Before joining the CLC, Mr. McCaffrey was a lecturer in political science at Glendon College, York University, for two years, and for nine years was a reporter with the Toronto Star, specializing in labour affairs. He has also been a labour commentator on radio and television.

■ **A plan to help bring order and stability to the United States construction industry has been initiated with the establishment of a special body known as the Construction Industry Collective Bargaining Commission.** It will consist of four representatives from the construction industry, four from the building trades unions and four from the public sector. Secretary of Labor George P. Shultz will be its chairman.

The Commission will study private and public labour policies in the hope of improving training procedures, upgrading the skills of construction workers, reducing the instability of demand, and increasing the number of working weeks in a year. It hopes also to strengthen the role of national labour organizations and the national associations of contractors, and to increase their responsibility for the results of collective bargaining. The Commission would also establish more effective machinery for dealing with disputes, and search out means to improve and adapt the structure of collective bargaining to meet the challenges of technological innovation.

The Commission is being set up at a time when high prices of construction, land prices, interest rates, wage demands and generally high profits are making construction costs a serious contributing factor to the threat of inflation. Currently, the building trades are being charged with racial discrimination by allegedly refusing to allow Negroes entry into apprenticeship and construction jobs. Unions deny that they are bigoted; they say that they are taking in an increasing number of blacks, but that apprenticeship periods cannot be shortened, and that blacks have to go through the same training as is necessary for whites.

A pilot project in Philadelphia, conducted by the U.S. Department of Labor, will, under federal construction, allow entry into some seven building crafts of a number of blacks equal to the number of Negroes in the local labour force. **The plan is being opposed by the AFL-CIO which, although always in the forefront of the fight for civil rights, agrees with the craft unions and the contractors that the plan is the equivalent of a quota system and a direct violation of the Civil Rights Act of 1964.**

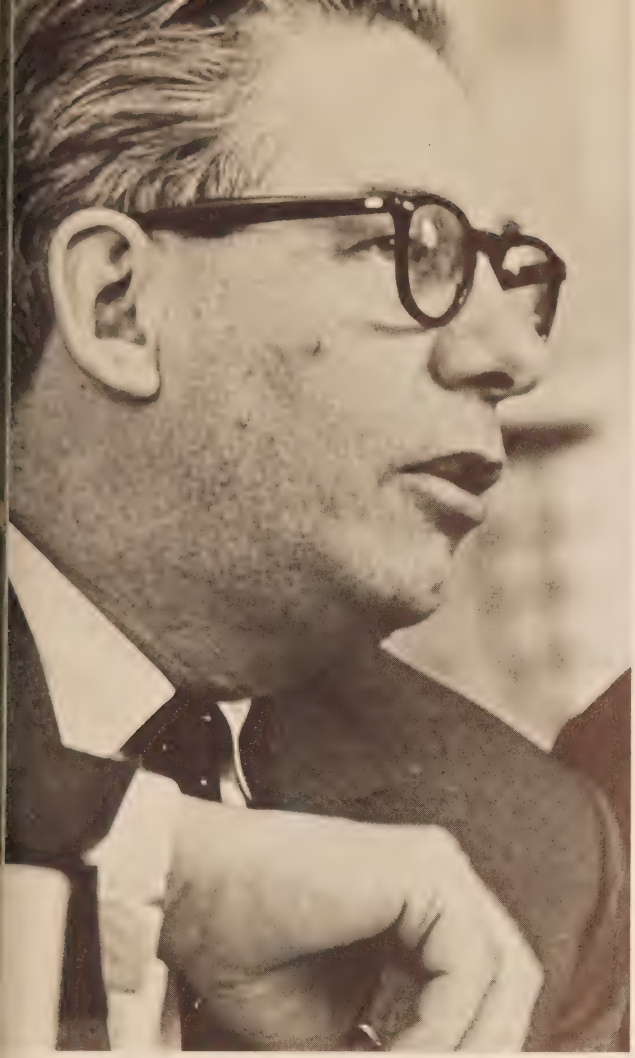
■ **The 1969 edition of Labour and Industrial Relations Research in Canada—Progress Report, will soon be available from the Canada Department of Labour.** The report was launched last year in an attempt to fill a serious information gap in the research community. It is hoped that it will increase the exchange of information among research personnel, as well as make them more aware of developments in their field of interest.

Anyone who is engaged on a research project in labour or industrial relations is urged to write the Public Relations and Information Services Branch, Canada Department of Labour, Ottawa 4.

■ **The number of people at work in Canada would have been nearly 400,000 (or 5 per cent) higher in 1967 if the country had made full use of its manpower resources, according to a new study released by the Dominion Bureau of Statistics.** Its author, Nand Tandan, arrives at this figure by calculating what the level of employment would have been if all provinces had had the same proportion of people in the labour force as the most favoured region, Ontario, and if the unemployment rate had been held at its lowest postwar Ontario level.

Underutilization has been most pronounced and persistent in the Atlantic Provinces and Quebec, the two regions accounting for much of the total manpower gap in 1967. Underutilization rates are somewhat lower in British Columbia and lower still in Ontario and the Prairie Provinces.

Comparing males and females, the study found that, although only a third of the labour force were women, this accounted for about half the total loss in manpower. Higher unemployment accounted for nearly 60 per cent of male underutilization, and 80 per cent of the female loss was because of lower participation. Lack of job opportunities, particularly in the Atlantic Provinces, had presumably discouraged many women from even seeking employment. Compared with earlier years, the study indicates that there has been some increase in underutilization due to unemployment among both young males and those over 45. But while underutilization of women had declined, it remained high for all age groups over 25.



William Dodge

■ **A new program of "social action" for the Canadian Labour Congress was announced by Secretary-Treasurer William Dodge at a conference luncheon of the Canadian Public Relations Society in Toronto on October 16.**

Mr. Dodge spoke also of plans for increasing the CLC's membership—currently, one in three workers belongs to a union—and for improving the Congress's organizational structure. The new programs, he said, would need substantially increased funds, and expanded facilities in the areas of research and public relations. It would not be possible to implement the new programs with the current funds and facilities.

Mr. Dodge said that the CLC's new move toward "social action" had been prompted by the organization's social consciousness. "We are not just interested in wages and working conditions. We are also aware of what can be done for problems in the social, as well as the economic, life. The Congress has decided that it will begin to stress social action as a part of labour's program. That is not to say we haven't been active before, but we want to improve the structure over the traditional type."

Among the areas to receive attention under the new social program would be: human rights, particularly concerned with the problems of the Indians, Métis and Eskimos; community health-centre development; air- and water-pollution; senior citizens pensions; consumer protection; and other "community" problems such as transportation, sanitation, slum clearance, and education.

Referring to senior citizens, Mr. Dodge said that the CLC "will try to see that their pensions are geared to their salary on retirement, and that there are guards against increased costs of living and the changing economy of the country.

The CLC will keep its eye also on prices, and the quality any type of goods, Mr. Dodge asserted. The organization was planning also to increase union membership by making some major overtures to industries in the service sector, as well as the white-collar field. Mr. Dodge admitted that they were going to have to move in with substantial forces. "We would also like to expand, not so much to organize, but to associate with, the bona fide trade union movement in some of these fields: teachers, nurses, employee-engineers," he said. "They already have strong organizations; what we want to do is bring about some closer involvement with them."

Mr. Dodge indicated that it would be necessary to improve the structure of the CLC before it would be possible to improve the organizing picture. "A key to effective organization is to try to reduce the number of unions, so that there is less confusion," he said. "There is a need to eliminate the rather bad situation where we have a tremendous number of overladen jurisdictions. Sometimes you can have as many as seven unions, each with a legitimate claim. An important change of structure is called for; and we also want to make certain that there is more responsiveness to organizational needs."

■ **Britain's 9,000,000 women workers, the majority of them not unionized, work at subsistence wages, so low in fact that Britain has not been able to ratify the international convention on equal pay as some 50 other countries have done.** The average wage for women in Britain is about 59 per cent of the average male wage rate; many women work full time for wages of less than $25 a week.

The plight of Britain's female work force has not been ignored by the Trades Union Congress that passed an equal pay resolution at its September conference in Portsmouth. Complicating the issue is the fact that there are few jobs in which a woman is doing exactly the same work as a man. And even if all unionized women workers received equal pay, the problem would not be solved since less than 2,000,000 of the 9,000,000 women workers belong to unions.

Prime Minister Wilson has told the TUC that he will make a reality of equal pay, and Barbara Castle, Minister of Employment and Productivity, is holding talks with the TUC and the Confederation of British Industries, the employers' organization. Britain's women workers, however, are far from optimistic about the outcome of the talks; the TUC has been passing equal pay resolutions for about 60 years.

■ **David A. Morse, for 21 years Director-General of the International Labour Organization, has received the Sidney Hillman Award for meritorious public service as "an international civil servant" dedicated "to the highest goals of human equality and freedom."** The award was presented to Mr. Morse at a dinner held in his honour at New York in September. The presentation was attended by United Nations Secretary-General U Thant, trade union leaders, and a bi-partisan group of political figures.

Mr. Thant said that the UN considered the Hillman award as "recognition of the UN system as a whole, as well as a personal honour to Mr. Morse." AFL-CIO Secretary-Treasurer Lane Kirkland conveyed the best wishes of Federation President George Meany and said that Mr. Morse "richly deserves the gratitude and respect of the trade union movement." In addition, Mr. Kirkland said that the ILO "must be kept alive and made effective for the good of all men," and that its survival was a testimonial to Mr. Morse's durability, grace and unfailing devotion over the years.

Other speakers included Howard D. Samuel, Executive Vice-President of the Clothing Workers, and Executive Director of the Sidney Hillman Foundation; Secretary of Labor George P. Shultz, and former Secretary of Labor Willard Wirtz.

The Sidney Hillman Foundation was created in 1946 by the Clothing Workers and employers in the men's clothing industry to honour the memory of the founding president of the union. Other winners of the award have included Mrs. Eleanor Roosevelt, Dr. Martin Luther King, Jr., Sen. Paul Douglas, Justice William O. Douglas and President Harry S. Truman.

■ **Manitoba increased its minimum wage by 10 cents an hour on December 1, 1969.** The new general minimum of $1.35 an hour is the highest general minimum in Canada. Workers under 18 will receive $1.10 an hour. And inexperienced employees may be paid 15 cents less than the minimum for their first three months of employment, but not less than $1.10 an hour, and five cents less than the minimum for the second three months of employment.

■ **United States employers agreed to hire and train some 72,000 disadvantaged jobless persons with federal assistance during the first year of a new program operated by business executives. Secretary of Labor George Shultz has announced.** The Job Opportunities in the Business Sector program is a joint effort of the U.S. Department of Labor and the National Alliance of Businessmen to hire and train 238,000 disadvantaged jobless persons in 125 of the nation's largest metropolitan areas by June 1970. The goal is 614,000 by June 1971.

More than 60,000 companies are participating in the program without a contract, and about 175,000 disadvantaged have been hired. The 72,000 JOBS trainees are included in 968 contracts—an average of 30 trainees for each contract. More than 40 JOBS contracts draw upon the disadvantaged in more than one metropolitan area, two of them in as many as 50 areas.

More than 40 firms have more than one JOBS contrabt—one firm has eight—to accommodate programs in different cities where facilities and occupations vary. Depending on the occupation to be learned, the 968 contracts provide on-the-job training periods ranging from a low of seven weeks to a high of 52. **Starting wages for the trainees range from $1.60 an hour in service industries to $5.25 in manufacturing and construction. The average wage after training is $2.00 an hour.**

■ **Michigan is experimenting with compulsory arbitration to resolve disputes affecting policemen or firefighters—who are denied the right to strike—and municipalities in the state.** The law authorizing the procedure has been in effect since October and will be in effect until June 30, 1972.

Strongly backed by the Michigan AFL-CIO and the Michigan Association of Fire Fighters, the law allows either party to a collective bargaining agreement to start compulsory arbitration proceedings when a dispute has not been settled after 30 days of submission to mediation and fact-finding. Within 10 days after the start of arbitration, each party will select a spokesman, and these will have five days to choose an arbitrator to serve as chairman of the panel. The chairman must call a hearing within 15 days of his appointment, and the hearing is to be concluded within 30 days, unless the parties agree otherwise. Majority rulings of the panel will constitute the panel rulings.

Findings of fact and the rulings must be issued within 30 days of the conclusion of the hearing. The panel's findings must consider a number of factors including interests of the public, financial ability of the municipality; comparability of wages in the area; cost of living; and the compensation received by the workers involved, including wages, vacations, insurance, and pensions.

■ **With 57 national unions maintaining headquarters in Washington and one more planning to move there, the establishment of a Labor Studies Center in the city by the AFL-CIO is a logical development.** Designed to provide intensive studies in leadership for full-time union officials and officials of state and city labor councils, the Center will be attended by officers sponsored by their unions or by the regional councils.

Sessions will be in the form of institutes limited to 25 or 30 participants. Institutes may be repeated, as the enrollment requires. The Center's first term, from November 30, 1969 to June 19, 1970, is expected to accommodate about 400 students. Director of the Center is Fred K. Hoehler, Jr., who is on leave from Michigan State University, where he is professor of labor and industrial relations and associate director of the School of Labor and Industrial Relations.

■ **Labour disputes were the major factor behind the upward movement of the index of industrial production in September. The seasonally adjusted index rose to 165.2, a gain of 0.4 per cent from the revised August level of 164.5.** While metals, non-metals, and fuels all contributed to the gain in the mining sector, the major element was the 7 per cent increase in metals output and this was almost entirely due to the sharp increase in iron ore output as labour disputes were settled in that industry, the Dominion Bureau of Statistics reports.

Despite the settlement of strikes in the iron ore industry, time lost to labour disputes continued to grow. It amounted to about 4 per cent of time worked in manufacturing and mining in September, and continued to have a depressing influence on the mining and manufacturing components of the index. A calculation abstracting the effects of the strikes on the industries affected suggests a level for the index approximately 4 per cent above the present one.

But in the third quarter of 1969, for the second quarter in a row, the index of industrial production registered a decline. This is the first time it has fallen for two quarters in succession since 1960. In both quarters, the primary cause of the decline has been labour disputes, DBS reports. In the second quarter the major cause of the decline was the better than 40 per cent drop in iron ore production due to strikes. Recovery here that began in the third quarter was too late to have any great effect on the second to third quarter movement.

In the third quarter, mining continued to decline as strikes in the Sudbury area affected the miscellaneous metals component. The effect of this on the total index was reinforced by the decline in durables manufacturing where labour disputes lowered production in the iron and steel mills and in the smelting and refining industries.

■ **The ILO has won the Nobel Peace Prize for 1969. The award was presented in Oslo, Norway on Dec. 10, 1969.** Following the announcement of the award, ILO Director-General David Morse said: "The award of the Nobel Peace Prize to the ILO is a tribute to the common man throughout the world, to his stake in peace and his contribution to peace. The present award will give the ILO immense encouragement to build further on the solid foundations laid by 50 years of unremitting efforts to which governments, employers, and workers throughout the world have contributed in full measure."

50 years ago

■ **The Roaring Twenties came in quietly, something like a benevolent old lion. In the afterglow of Yuletide giving, some industries were rewarding employees with bonuses and insurance policies.** The Murray-Kay Company of Toronto presented an insurance policy ranging in value from $500 to $1,000, to every member of its staff who had completed six months' service, reported the January 1920 edition of The Labour Gazette. The policies were issued under a group insurance plan without expense to the employee, and without a medical examination.

The Dominion Sheet Metal Corporation of Hamilton announced that each employee would be insured for $1,000 and this would increase $100 each year until $1,500 was reached. The Taylor-Forbes Company of Guelph, Ontario, announced that it had insured the life of all its employees according to their length of service, starting with $500 after the first three months with $100 a year added until $3,000 was reached. Eighteen other companies, among them the International Nickel Company of Canada and the T. Eaton Company Limited presented similar group insurance schemes. As an added bonus, the T. Eaton Company reduced the working day at its Winnipeg store by half an hour, beginning with the New Year, making the hours from 8.30 a.m. to 5 p.m. A year before the company started closing the store on Saturdays at 1 p.m., except during July and August when it remained closed all day.

■ **Henry Ford announced a plan to distribute from $8,000,000 to $10,000,000 in bonuses to employees of the Ford Motor Company.** The bonus, which was payable on January 1, was based on the daily income and length of continuous service of the recipients. Men hired before October 1, 1914, for instance, were to receive a bonus of from $150 to $270. The bonus dropped slightly with each succeeding year until new employees hired before October 1, 1919 received from $50 to $150. In a continuing benevolent mood, Mr. Ford offered employees a chance to buy shares in the company. Ford investment certificates could be bought for $100, $500 and $1,000, and bore a guaranteed income of six per cent a year. Further payments were to be made semi-annually, as the earnings of the company would permit, at a rate fixed by the directors.

■ A co-partnership scheme that was to be put into effect at a Port Sunlight England plant, and would have increased weekly wages through dividends, was eagerly accepted by all the labour unions except one. The National Association of Carpenters and Joiners threatened to expel any member who participated in the scheme. A large number of resentful carpenters held a meeting pledging that they would resist "by all means in our power any interference with our liberty as a free people." On a subsequent trip to Canada, the company's director, Lord Leverhulme, announced that the company would make every employee a shareholder on a greater scale than before. He told the Canadian press that the six-hour working day in subsidiary plants in Canada was under consideration.

■ **Delegates from various provincial Workmen's Compensation Boards met in Vancouver in early December to discuss laws relating to workmen's compensation and problems concerning their administration.** They were seeking also to reach an understanding with the federal Government regarding the claims of government em-



ployees. Objectives of the newly formed Association of Canadian Workmen's Compensation Boards formed at the conference were: unification of workmen's compensation laws and regulations, unification in the reporting and tabulating of industrial accidents and diseases, and making provisions for the prevention of accidents and for the rehabilitation of injured workmen. One resolution adopted unanimously called for all Canadian compensation boards to have benefits extended to all wage earners whose average annual salary was less than $2,000. Another resolution strongly advocated legislation that would enforce accident prevention measures.

■ Dockyard employees at Portsmouth were offered a choice of working one day less a week or working full time for the next year or two. They had a say also in naming the day they could be idle. In a ballot taken, 5,787 favoured the shorter workweek, and 5,576 were against it. There were 5,517 votes in favour of Friday afternoon and Saturday morning for the idle day, and 209 in favour of having Monday off.

■ **An industrial medicine division was established at the University of Cincinnati where medical students and physicians were to be instructed in industrial medicine, sanitation and safety problems, public health and hospital management.** There was also a research laboratory for the investigation of industrial conditions menacing the health of employees. Students were to spend part of their time in the school, and part in industrial establishments. The sum of $40,000 annually for five years was provided by a number of employers for this purpose.

■ Perhaps one of the first subdivisions as we know it today originated in Lincoln, England, where the engineering firm of Ruston and Hornsby acquired an estate of 350 acres near their plant. They were in the process of building a garden suburb complete with 3,000 houses, shops, schools and recreational grounds. As well as having a garden, each house was serviced with hot water and electricity.

■ **After some 40 days duration, the strike of 400,000 miners in the bituminous coal fields of the United States ended officially on December 10.** It was estimated that during the last week of the strike, more than 5,000,000 people involved in related fields were deprived of work. In money this was estimated as representing a loss to wage earners of $20,000,000 a day. The coal situation in Canada was restricted by about 10 per cent with the prospect of further reduction. Had the strike continued much longer, many coke and coal-using industries would have faced the prospect of closing down.

■ A railway switchman who was attempting to make a coupling, noticed that a protruding drawbar prevented the cars from coming together. In order to save time he pressed the drawbar over his foot, permitting the coupling to be made but at the same time catching and crushing his foot. He brought action against the railway company for this injury, but evidence showed that he had acted contrary to the safety rules of the company. It was held by the District Court that under the circumstances the switchman had performed an act "outside the scope of his employment," and he was, therefore, not entitled to recover damages. An appeal was taken against the judgment, but it was dismissed with costs by the Court of Appeal of Saskatchewan.

Wanted: A three-way continuing relationship

Canada's first Tripartite Conference on Industrial Relations achieved three things, Labour Minister Bryce Mackasey said at the conclusion of the conference. First, labour and management both agreed that there are industrial relations problems in Canada. Second, they agreed that government has some role to take in industrial relations. And third, they agreed that there should be some form of continuing relationship among labour, management and government.

When he opened the conference, Mr. Mackasey had said that, "The future of this country will depend, to a very great degree, on the personal and collective decisions of the people in this room." The conference was held in Ottawa from October 26 to 29 and was the main event in Canada's yearlong observance of the 50th Anniversary of the International Labour Organization.

The aim of the conference was to provide a forum for discussion by representatives of government, labour, and management of some of the central issues affecting labour-management relations in Canada. The conference did not seek to draft resolutions or formal conclusions. The meeting was attended by about 250 representatives of labour, management, and government, plus observers and members of the academic community. Mr. Mackasey was chairman of the conference; J. D. Love, Deputy Minister of Labour was deputy chairman; John Mainwaring, Director of the International Labour Affairs branch of the Department, was secretary-general; and Guy de Merlis, Canada's Labour Counsellor in Brussels was program co-ordinator.

Mr. Mackasey went on to say that all Canadians share a common objective—to realize "the maximum degree of employment, productivity and prosperity. All objectives," he said, "are within our reach, if we can collectively reduce to a minimum the causes of labour unrest in this country." Comparing the international and Canadian scenes, Mr. Mackasey asked, "What is so basically different about these international problems and those that exist in Canada today? This country also needs labour standards; employees need to have the right to organize; we need good industrial relations; and we also must fight discrimination; and certainly, more today than ever before in the past, we need to bridge the gap between the rich and the poor."

Mr. Mackasey's remarks were followed by brief addresses from the four vice-chairmen of the conference. CNTU President Marcel Pepin called for ratification of ILO conventions by Canada, and said he hoped that a formula for ratification could come out of the conference. Canada hasn't been able to ratify these conventions, he said, because the legislation of some provinces didn't come up to ILO standards. He said that the provinces weren't sufficiently aware of this problem, and because the major part of labour legislation is within provincial jurisdiction, some action should be taken to make the provinces more aware of the work of the ILO, and allow them to have a more effective say in positions Canada takes.

CLC President Donald MacDonald asked that accelerated efforts be made to bring Canadian legislation more in line with ILO standards. Mr. MacDonald went on to say at the conference that the CLC "would welcome an opportunity to discuss some meaningful formulae that might at least greatly reduce the causes of major confrontations at the termination of a collective agreement." He also re-emphasized the CLC's belief that the road to "improved labour-management relations does not lie with the enactment of further restrictive legislation."

Vice-chairman L. F. Wills, President of the Canadian Manufacturers' Association, and President of Honeywell Controls Ltd., cautioned participants to be ever mindful of the public interest and the individual. R. P. Riggin of the Canadian Chamber of Commerce and Vice-President of Corporate Relations, Noranda Mines, asked delegates to be frank in their discussions. Mr. Riggin said that the public sees the present state of labour-management relations "as being somewhat less than satisfactory. Some of them are looking to government to solve our labour-management problems, some are looking to the unions for solutions, and others to the employees. Surely **the responsibility for any lasting solutions rests with all three groups—governments, unions and employers. Bitter experience has shown us that positive and responsible conduct on the part of one, or even two, of these groups is largely ineffective without similar conduct on the part of the other."**

Allan Flanders

"In the democracies, where collective bargaining is firmly implanted, its continued growth seems fairly well assured," Allan Flanders told the conference. Mr. Flanders is a full-time member of the British Commission on Industrial Relations. He is also visiting professor of industrial relations at the Manchester Business School, University of Manchester. He was formerly a senior lecturer in industrial relations at Oxford University.

Although collective bargaining may be secure, said Mr. Flanders, unions must secure the right to collective representation for all employees if the concept is to grow. "Indeed, if labour movements in these countries fail to establish such a universal right in the next decade or so, they will organize an ever-dwindling proportion of the total working population."

Turning to the qualitative future of collective bargaining, Mr. Flanders said that the parties involved must look upon the quality of their relations as a serious problem. "Their job, as many see it, is merely to find some temporary accommodation, in permanent conflicts of interest and power, as a preferable alternative to a trial of strength." A function of the quality of relations is obviously the exchange of information he said. "If everything depends on bargaining power, this is usually strengthened by concealing information and keeping the other side guessing. **Co-operation for mutual advantage, on the other hand, depends on both sides pooling information and being able to accept the bargaining opponent's information as reliable."**



Allan Flanders

On labour's side, Mr. Flanders said, there must be a readiness to abandon resistance to change "in favour of a joint search with management for acceptable solutions to common problems. On management's side, there must be a readiness to share its authority, information and gains with labour in seeking and introducing such solutions."

Technological change is another factor in the qualitative relations between parties in collective bargaining, he said, for it brings constant shifts in demand patterns, in the content of jobs, and in the valuations placed on skills and aptitudes. This requires more flexibility in contracts and relations between the parties.

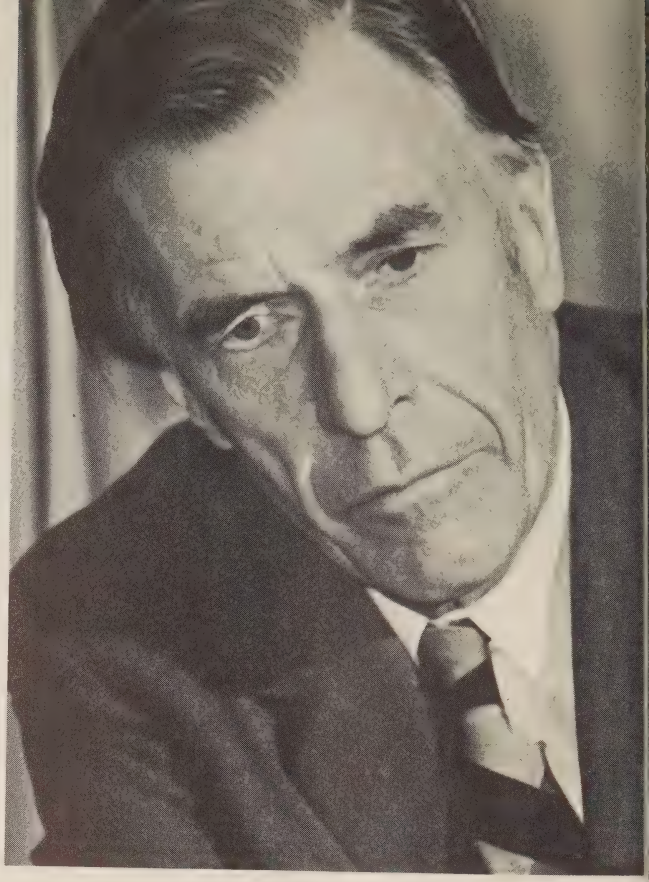
Coming to third-party participation in collective bargaining, Mr. Flanders stated that he foresees an increase in this participation. "Industrial warfare today, even when it involves only comparatively small groups, takes a much heavier toll of society than in the past, because modern industrial economics and urban civilizations make disruption even more disruptive." Governments are increasingly expected to take action to sustain employment levels and to take general responsibility for the fuller and better uses of all resources, including labour, and for reducing the hardships of technical and economic changes. And governments have to find answers to the inflationary wage-price spiral, Mr. Flanders said.

Then, the question is what form this third-party participation will take. **"I want increasing third-party involvement mainly to take the forms of inquiry, advice and assistance."** The third party should help restructure the conditions and attitudes that lead to a crisis. With this system of voluntarism rather than compulsion, there should be greater harmony, Mr. Flanders said. "No agreements work well unless the parties who negotiated them feel fully responsible for their contents."

John K. Galbraith

A system of wage and price restraints where strong unions bargain with strong employers in a strong market was called for by U.S. economist John Galbraith. He called this area the "industrial heartland" of the industrial system the automobile, steel, non-ferrous metal, rubber, chemical, oil, petro-chemical, and large-scale, consumer-product industries. Mr. Galbraith is Warburg professor of economics at Harvard University and was a former American ambassador to India. Two of his more important books are: The Affluent Society and The New Industrial State.

Conflict in the industrial heartland has been greatly reduced, he said, but the tension has been passed to other areas—mainly to the public employee, the pensioner, and, less so, to the white-collar worker in the private sector. "These persons all live under the inflationary pressures emanating from the heart of the system," said Mr. Galbraith, and there is no easy solution to their problems. There is no easy way for them to co-habit with their employer and "then pass the cost along to the public."



J. K. Galbraith

Consequently, he emphasized, there is a need for unions in the public sector, and a need for them to be able to make use of collective bargaining. If public servants can't act on their own behalf, their compensation will fall ever further behind, and good manpower, skills, and talent will not be attracted to these services. **"Far better occasional teachers' strikes than no teachers. Far better an occasional garbage collectors' strike than no garbage collectors."**

Mr. Galbraith noted four changes that have led to some reduction of tensions and conflicts in the industrial heartland. First, power has been "passing from the owner to the manager, from the capitalist to the corporate bureaucrat." With this passage of power, the "conflict is a good deal less stark." This group has the choice of allocating revenue to the stockholders and to labour, and there are risks involved both in underpaying the stockholder and in under-rewarding the unions. "Peace is worth paying for."

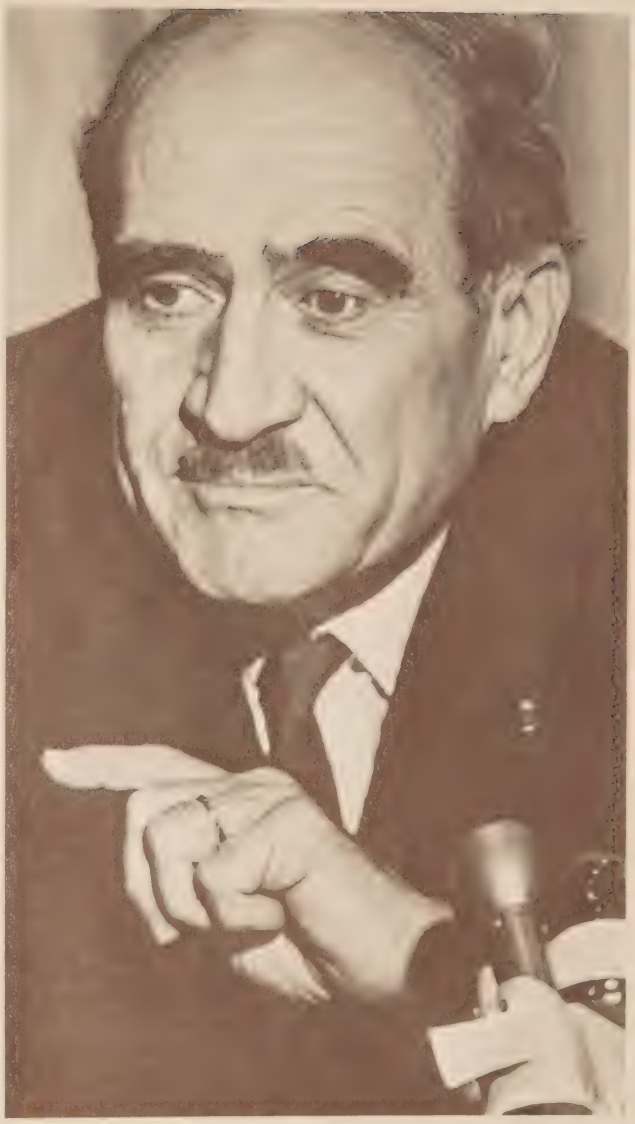
The second factor reducing conflict is technology. Mr. Galbraith said that blue-collar workers are being replaced with white-collar workers who tend to identify

themselves with the company and do not organize. "And technology converts many of the blue-collar workers who remain to sedentary operatives sitting at a console. Identification tends to be with the machine and the process rather than with a fellow working stiff. All of **these changes reduce the militancy of the worker and union man and also the number who are available to be militant."**

The third reason is the effect of general affluence. "For the worker who is dependent as a matter of life and death on his job, the union is the alternative to something only marginally superior to slavery. The compelled worker clings desperately to his union, suffers for it, rises angrily to its cause and command. It, literally, guarantees what liberty he has. The affluent worker is not similarly so driven."

The fourth reason is the new economic context of society that has reduced the role of the union in the industrial heartland. "If demand is strong and reliable," said the speaker, difference between firm and union can usually be resolved by meeting the union demand and passing along the resulting price increase to the public. This may be against public policy; specifically it may be opposed because it is inflationary or damaging to the export position. And this in turn can lead to strikes. But a wage dispute involving public policy invokes the government or the society, not the employer, as the antagonist."

Mr. Galbraith then went on to condemn the faith of economists in fiscal and monetary policy. "The belief that macro-economic measures can reconcile high employment with price stability, a belief asserted against all the force of both experience and logic, will be counted without question the least forgivable error of the present generation of American economists, and Canadian economists, one might add." And until there is agreement on some "mechanism of public price determination of wages and prices" in the strongest sector of the economy, the strongest parts of the economy will continue to export their tensions to the weakest.



Louis Armand

Louis Armand

A pool of information set up by using computers and electronic data processing for the use of all parties involved in collective bargaining was called for by Louis Armand, a leading industrialist from France. He is a Professor at France's National School of Administration and has served as director general and president of the French National Railway System, president of Euratom, president of the International Railways Union. He is also President of the Conseil de perfectionnement of the École Polytechnique, and Vice-President of the Fondation européenne de la culture.

Information, Mr. Armand said, is a continual process, and it should be disseminated in periods of calm, rather than in periods of crisis. The chief executive who waits for a crisis or a strike to occur before informing his employees is not listened to; the workers conclude that what he is saying is mere propaganda.

Going on to another area, Mr. Armand asked, What will we do about people who retire with a pension at 50? The man's father may still be alive so there are two pensioners in the home. Who will support them?

He said that **more consideration has to be given to the third phase of a man's life and the principle of a succession of trades. That would mean that a man might have three professions in his lifetime.** As an example, Mr. Armand said that a pilot can't be retired when he is still a useful citizen, for he might make a good geography professor.

During a press conference after his address, Mr. Armand proposed the idea of allowing the families of workers to come into the plant one day a year to see the working conditions and the job that the father or brother performs. He emphasized that industry is not integrated into the culture as agriculture was, and that there is a great distortion between how the individual sees his own job and how others see it. Before, families could go out into the fields and visit, whereas today, the only information they get about the plant is through house organs or the family member employed there.

Mr. Armand said that the state must play a more important role in technological progress. If a company can't carry out a technological conversion, the state must subsidize the firm to keep it from going out of business. Or the state can help establish companies. And some firms may have to stop production because their product or service is no longer useful. Here also, Mr. Armand stressed, the state has a role to play.

Syndicate reports

More research by governments into the costs and impact of minimum standards was called for by a syndicate discussing labour standards. The syndicate agreed also that, when changes are made in standards, there should be consultation with labour and management, and sufficient time must be allowed for industry and workers to adapt to these adjustments.



In his report on Syndicate No. 1, chairman Kenneth A. Pugh, Alberta Deputy Minister of Labour, commented on the co-operation he had experienced in the syndicate. If there can be continuous communication among labour, management, and government, he said, things will go well in the future. He reported that the area of greatest disagreement within the syndicate was over the impact of minimum standards on collective bargaining.

Following the presentation of the report, there was a debate about Canada's attitude to ILO conventions. John Eleen, of the Ontario Federation of Labour, said that the constitutional argument doesn't hold water. If we don't adopt the conventions, how can we be an example to others? he asked. Other delegates voiced the same concern, and asked the federal Government for leadership in this field. John Mainwaring, Director of the International Labour Affairs Branch of the Canada Department of Labour, pointed out that the ILA branch has embarked on studies of legislation to see what is needed to bring Canadian legislation up to the ILO level. One of these studies, on the minimum age for employment, has already been released, he said.

The Syndicate's vice-chairman, Kenneth Hallsworth, Vice-President of Industrial Relations for Ford of Canada, asked that governments examine the relevancy of ILO conventions to the Canadian situation. He said that many Canadian workers are protected by the flexible tool of collective bargaining, but that, because legislation is often inflexible, the conventions might restrict rather than assist.

Syndicate No. 2 also endorsed the continuous relationship between labour and management, but a number of the members drew attention to the distinction between a "continuous relationship through mutual consultative arrangements," and a "continuous bargaining relationship."

Syndicate chairman Thomas M. Eberlee, Ontario Deputy Minister of Labour, said, "It was generally agreed that more attention should be given to the training of supervisors and shop stewards, and that problems of interpretation and enforcement (of collective agreements) might be reduced by the use of simpler language in contracts."

On the question of the optimum length of collective agreements, the report said: "There was no consensus on this question, although strong doubts were expressed about the desirability of going beyond three years. At the same time, there did not appear to be support for the one-year agreement."

Strongest argument arose over the report of Syndicate No. 3, chaired by Robert Sauvé, Quebec Deputy Minister of Labour. The syndicate was discussing labour-management relations and the public interest. One member, Judge John Parker, Chairman of the B.C. Mediation Commission, said, "We agreed on nothing," and he indicated that the syndicate had reached no consensus on anything. It was a good effort at a summary, he added, but the conference should not assume that the syndicate had arrived at any conclusion. Lloyd Hemsworth, Vice-President and Director of Industrial Relations at Kimberly-Clark of Canada; said that there was no agreement in the syndicate on what the public interest was, but that there was profitable discussion.

During the syndicate's discussion, Judge Parker had suggested the formation throughout Canada of commissions similar to the B.C. Mediation Commission to deal with labour disputes. Labour Minister Mackasey attacked the idea of independent commissions that would decide what the terms of settlement would be in a labour dispute. And he set down his Department's policy of non-discrimination against either unions or companies. The worker has as many rights as management and vice-versa, he said.

Syndicate No. 4, which discussed the larger, international responsibility of labour and management, found many areas of agreement. Its chairman, J. C. Langley, Assistant Under Secretary of State for External Affairs, said that he found in the syndicate a large unanimity of support for aid programs.

Both management and labour, the report said, "urged that their participation in aid projects would be facilitated by a more effective and continuous process of information dissemination, both on the problems themselves and on the steps needed to meet them." The syndicate urged also that the establishment of tripartite consultative arrangements, "perhaps in the form of a continuing committee, would facilitate their participation in those aspects of the Canadian International Development Agency's voluntary agencies program (that are) of particular interest to labour and management, and would enhance the role they could play in the development of an informed and constructively critical public opinion about Canada's aid programs."



Prime Minister Trudeau

The federal government's efforts to control inflation could be undermined by the actions of labour and management, Prime Minister Trudeau told the closing banquet of the National Tripartite Conference. **"When the federal government is deliberately restricting its activities in areas of important economic and social priority, does it make sense that private enterprise should be expanding its outlays and activities in areas of marginal value to society as a whole?** In such circumstances, the Government might well have to increase the pressure of restraints on the private sector. We might have to consider new policies, not only in relation to prices and incomes, but to taxes and tariffs.

"As for organized labour, it must recognize that the public expects it to be conscious of the interests, not only of its members, but of the country at large. The most recent public response from organized labour to the efforts of the Prices and Incomes Commission has not, to put it mildly, been encouraging. I trust that this is not the final word from the leaders of organized labour, and I believe that the Commission will be continuing its efforts to seek a consensus on ways to reduce the rate of increase in prices and incomes in the months immediately ahead. If the representatives of organized labour, as well as of management and governments, do not agree to play their part in this undertaking, they must share responsibility for the consequences that will result, one of which may be increased unemployment."

Discussing the problems of the two out of three Canadians who are not organized, the Prime Minister said, "They bargain for their wages and working conditions, not on the basis of collective strength, but on the basis of personal contact with their employers, or they are carried along by current economic forces of supply and demand. Tens of thousands work in small industries for whom the dividend of the unwise use of bargaining power could be bankruptcy. Hundreds of thousands live in regions where a lower standard of living is the lot of many. Add to this that two and a half million Canadians live on pensions that are fixed within narrow limits.

"In recent years, and at a rising pace, these unprotected Canadians have suffered a progressive decline in their purchasing power. Because they cannot bargain for substantial wage or salary increases, they have also suffered a decline in their standard of living."

The quality of work rather than the quantity of work is a concern for younger Canadians, the Prime Minister stressed. The challenge of those involved in labour-management relations is to concern themselves with the "impact of technology upon work itself, that is, ultimately, upon man himself. It may be that the technology of the future will largely liberate the worker from the drudgery from which he has not escaped in moving from agriculture to industry; but in its present phase, technology has often come to imply alienation, fragmentation, and the creation of boring, repetitive jobs that are filled simply because they are the only available means of earning a living.

"The responsibility for managers of industry is to replace these tasks by work that reinforces instead of reduces the individual's sense of wholeness, and which measures his merit as a man rather than simply as a wage earner. Industrial leaders, and those of unions, will have to recognize also that young workers will increasingly exercise their right to participate, actively and directly, in the making of decisions that shape their lives, whether by a union or by a company.

"Moreover, the responsibilities of neither labour nor management end at the factory gate or at the office door. Young workers, and managers, are today fully aware that there is no longer any neat dividing line between industries themselves and the social environment in which they operate. Industries mean jobs, wages and an ever-expanding supply of goods and services; too often they have also meant polluted water and air, urban overcrowding, traffic congestion and architectural blight." The Prime Minister acknowledged that "Young workers know, in other words, that our society is both affluent and effluent."



How will guaranteed income affect social welfare costs?

Canada's emerging social policies and the problems inherent in adopting a guaranteed annual income or negative income tax have been discussed in two recently published booklets, one originating with the Canadian Chamber of Commerce, the other with the Industrial Relations Centre of Queen's University.

The first, sponsored by the Chamber, Some Observations on: **Social Policies for Canada, Part 1,** is a critique on the Canadian Welfare Council's proposed social policies for Canada. It was prepared by Prof. Otto E. Thur, Chairman of the Department of Economics at the University of Montreal. The second, **Emerging Social Security Issues,** was written by Prof. L. A. Kelly, former associate in research with the Industrial Relations Centre at Queen's.

Here is what Prof. Thur has to say about the guaranteed annual income and the Canadian Welfare Council's policies: **If we want to ensure a minimum annual income of $2,000 for individuals and $4,000 for families (the average Canadian family is four persons), the program would cost $2,812,868,000.** This figure applies to the total population, assuming that income of agricultural family units is distributed in the same way as that of the rest of the population. Obviously, we know that this isn't true and that agricultural incomes are much lower than those of other economic groups. Consequently this figure should be adjusted upward; but lacking satisfactory information, we have decided not to make this adjustment.

Social security payments made by the different levels of government in 1965 amounted to $2,746,800,000. To this total we must also add the sum of old age pensions which in 1965 was $885,300,000. Old age assistance of $91,300,000 is included in the former figure of $2,746,800,000, because it constitutes a federal assistance program and enters into the federal social security payments.

A system that would function as described above is not possible for our society. Actually, **a guaranteed annual income of $2,000 for individuals and $4,000 for families would have a demoralizing effect on those whose incomes approach the limit of the guarantee and on those who pass this limit only moderately.** We cannot take a system of social security that assures $4,000 to a family with no income whatever, and refuses assistance to a family whose annual income is $4,025 and make it work. The system must contain an incentive to work; and it must include graduated allowances.

We assume that the guaranteed limits of $2,000 and $4,000 are flexible enough so that the system can be managed in such a way that, without added cost to the system, persons approaching the limits find it to their advantage to continue working. We assume also that the benefits can be costlessly graduated in the family group to take account of the number of dependants. We still need an incentive, however, for those who earn

more than the guaranteed minimum. We have arbitrarily proposed decreasing bonuses to individuals—starting at $400 when the individual's income is between $2,000 and $2,999, and $200 when his income is between $3,000 and $3,999. In the case of families, the bonus would be $600 when the family's income is between $4,000 and $4,999, $300 for income between $5,000 and $5,999, and $150 for income between $6,000 and $6,999. With these benefits, the cost would obviously rise. Assuming distribution of family units identical with 1965, the cost would be $3,614 million.

Such a program seems relatively generous and costly. Obviously, it can be recalculated to give lower benefits and bonuses, consequently diminishing the total cost. We have chosen, still with the same figures on population distribution by income group, to see the cost of an annual guarantee of $1,500 for individuals and $3,000 for families. Again, we have added decreasing bonuses for those whose incomes are in excess of the guaranteed minimum. In this sytem, the bonuses would also be more limited than in the previous one. They would represent $300 for individuals whose income is between $1,500 and $1,999, and $150 for those whose income is between $2,000 and $2,999. In the case of families, the bonus would be $500 when income is between $3,000 and $3,999, and $200 for incomes between $4,000 and $4,999.

The total cost of a program ensuring an annual income of $1,500 and $3,000 according to family-unit status would be $1,426,000,000, and if we add a system of bonuses when it seems necessary, the total cost would be $1,881,000,000. We should note that the benefits from this second variant are far from excessive, and would not permit their beneficiaries many luxuries. Allowances significantly less than those provided by the second scheme would provide a very meager existence indeed. Let us not forget that old age pensions, and welfare for the aged with no other source of income whatever, now amount to nearly $1,300 a year, and we seem agreed that this sum should be raised.

Although we have been examining total family income, including wages, interest, and transfer payments from the three levels of government, the costs that we have obtained for these programs are net additions to the present welfare bill, should such programs be instituted. In other words, payments for the guaranteed annual income would be in addition to present transfer payments.

The concept of unified, general payments is drawing more and more attention, not so much because of the considerable savings involved, but because it will render the system more simple and uniform. All welfare systems develop through the regular addition of new programs that should improve the lot of the needy. These programs have always been specific, rendering benefits to a segment of the population for a specific reason. As the system becomes more complex, however, and there are more reasons that justify the transfer of income through the intervention of public authorities, it becomes less clear and less subject to effective control. A simplified formula for transfers reduces the administration costs of the program, and permits a clearer view of the benefits derived from the functioning of the system. But it would be an illusion to believe that one method or another of effectuating the transfers contains unsuspected economic gains, and would permit the appreciable reduction of the total costs of the transfers.

What we want to establish is the fact that a really significant improvement of benefits, such as the Canadian Welfare Council seems to hope for, will be an operation implying important costs. Whether we calculate them in a simplified fashion as we have done, or by substantial improvements to each separate program mentioned by the Council, the results will probably appear very close. The real problem is not to decide to proceed by one method or another, but rather to establish the order of magnitude of the financial implications. If we consider improved transfers as top priority, we must realize that, in the same financial scale, we are declaring other goals to be of secondary importance. Whatever the form chosen, the acceptance of a guaranteed annual income would represent a significant increase in the total cost of social welfare.

The second booklet, **Emerging Social Security Issues, by Prof. Kelly, was based on discussions that took place at a conference sponsored by the Queen's University Industrial Relations Centre,** June 1 to June 6, 1969. Here is an abridgement of what Dr. Kelly had to say about a proposed guaranteed annual income: There is no single concept of the guaranteed annual income. There are at least two basic concepts, with variations on each

theme. The first of these is the plan, advocated by Robert Theobald, which would guarantee every citizen the right to an income that would be sufficient to take him out of poverty. To illustrate this in Canadian terms, if the poverty line for a family of three, as suggested by the Economic Council, is $3,000 a year, or the poverty line for a family of four $3,500 a year, you would give them whatever income is necessary to raise their incomes to that level. This approach would eliminate poverty—at least to the extent of ensuring that every family had an income that was sufficient to meet basic needs.

The main criticism that has been made of the Theobald proposal is that it would seriously affect the incentive to work. **If a family is assured an income of $3,000, or $3,500, or $4,000 a year, the question that arises is why a person should bother to work if he is likely to earn less than that.** He would be just as well off by not working.

The second plan is designed to avoid this problem. This is the well-known negative income tax approach, associated mainly with the name of Chicago economist Milton Friedman. Under the Friedman plan, a family with income below the poverty line would receive an income supplement that is a percentage of the difference between its actual income and the poverty line.

To give an example, if the poverty line for a family of three is $3,000, and if the family had an income of $2,000, you might give it a supplement amounting to 50 per cent of the difference, raising its income from $2,000 to $2,500. If the family had no income at all, this 50 per cent formula would result in a supplement of $1,500. Under the Theobald approach, the family would get $3,000, regardless of its income. **Under the Friedman approach, a family would get $3,000 only if it earned that much. If it earned less, it would get only a percentage of the difference between its actual income and the $3,000 figure.**

Neither of these approaches, I think, really come to grips with the poverty problem. The Theobald approach would eliminate poverty in an absolute sense, but it would be achieved at enormous cost if you had to pay full guaranteed incomes to people who were capable of productive work but chose not to work. The Friedman approach would retain the incentive to work, but it would only alleviate poverty. In the illustration I gave, the family that had no earned income would get only $1,500 of the $3,000 it actually needs to live in minimum adequate conditions. Moreover, the incentive to work might be overstressed. Many of those below the poverty line are not capable of work (this is the case with a majority of welfare recipients); and if they were, there might not be jobs available for them.

A further criticism of these approaches is one that I referred to earlier, and which seems to be common to all guaranteed annual income proposals—that need is determined on the basis of previous income rather than current income. Families have to buy food weekly and pay rent monthly. If a family experiences a sudden loss of income, one can hardly determine its need for assistance on the basis of last year's income, which might have been quite adequate at that time.

Lastly, there is the question of how would these approaches improve on our present social security system. In Friedman's view, **the negative income tax would replace virtually all income maintenance provisions now in existence—assistance programs, pensions, unemployment insurance, and so on.** It is difficult to see how any guaranteed income plan could have such wide-ranging application. For example, if you were to replace unemployment insurance with a negative tax or other guaranteed income plan, what would be the implications? To mention only one, it would mean that a person who worked for the first six months of the year, earning $3,000, and who was unemployed for the rest of the year, would receive nothing to compensate him for this unemployment, since he would have already earned an amount equal to the guaranteed annual income.

If there is a case for a guaranteed annual income to replace existing programs, presumably it has to rest largely on the advantages of such a plan over present welfare assistance programs. With the introduction of the Canada Assistance Plan, we have a much improved and, in some provinces, well developed system of assistance that provides what is, in effect, a guaranteed income for those who are unable to work and, in certain circumstances, for those who are unable to obtain work.

Although the adequacy of assistance varies widely between provinces—to an extent greater than regional cost of living differentials would explain—its potential is indicated by the standards set by Ontario. Under the

Ontario General Welfare Assistance Act and Family Benefits Act, a family of four can expect to receive about $3,000 a year. If you add to that the value of subsidized medicare, together with other services that are freely available to them, and if you take into account the fact that this income is not taxed, they are probably as well off as a family of four that earns $3,500 a year, even though, technically, they are below the poverty line that the Economic Council of Canada suggests is applicable to a family of four.

Assistance programs appear to have as much potential as any guaranteed annual income plan, and, they are designed also to take account of regional and local cost of living differentials, and special individual needs. When you also take into account the fact that the individual approach to welfare assistance means that the recipient can receive counselling, training, and other non-pecuniary assistance, it is not that obvious that a guaranteed annual income, based solely on an income test, would have any significant advantages over assistance programs.

If there were a guaranteed annual income plan, presumably it would have to be closer to the Theobald than to the Friedman proposal. Because most welfare recipients are in the unemployable category, it would be hardly appropriate to implement a program that gave primary emphasis to maintaining the incentive to work. A plan based on the Theobald approach, however, would not be an appropriate one for persons capable of employment.

According to a recent report, an estimated 30,000 families in Ontario are earning less than they would receive if they were on welfare. This does not mean that these people necessarily have "a pathological desire to toil," to quote Theobald. Technically, a person cannot receive welfare if he is capable of work and work is available. So it is not really a matter of choosing to work rather than receive welfare. Under the Welfare Assistance Act, an employable recipient must be willing to undertake employment for which he is capable, and make reasonable efforts to secure employment; no provision is made under this or the Family Benefits Act to supplement low earnings for persons in employment.

If we are going to deal realistically with this problem, it would seem that it has to be done by giving some kind of supplement to earnings, related to the number of dependants, either in the form of a negative income tax, or perhaps by higher family allowances, so that working families are assured an income at least as high as they would receive if they were unable to work. **If there is a case for a guaranteed annual income, therefore, it would seem to be a case for supplementing, rather than replacing, existing programs.**

I must add, because it is a point that is raised from time to time, that one cannot look to minimum wage legislation to provide an appropriate solution to the problem of the working poor. If we were, for example, to raise minimum wage rates so that they would provide an adequate income for a family with two children, as proposed by some, it would still be inadequate for families with three, four or five children. At the same time, you would be subsidizing families with one child, or with no children. **This is not to say that minimum wage legislation does not have its uses; but it is not a substitute for a program of direct income maintenance related to family size.**

Much more research remains to be done on the subject of poverty, including further research into the measurement and extent of poverty in Canada. The Economic Council itself emphasized the tentative nature of its poverty estimates. But in the absence of other information, people have tended to seize on these as definitive estimates of the extent of poverty. Related to this, research remains to be done in such areas as regional income and budgetary differentials and regional tax differentials. More generally, **much more attention has to be given to questions of objectives, principles, and methods in social security, including study of alternative approaches to achieve given objectives.**

The West Coast longshore dispute



The five-week strike of longshoremen at West Coast ports that began on September 25, ended temporarily on November 6, when the workers voted to return to work under a 90-day extension of their expired agreement.

The Canada Department of Labour entered the dispute on January 31, 1969, when the Hon. Bryce Mackasey and D. S. Tysoe, Chief Western Conciliation Officer, held discussions in Vancouver with the parties. The object of the talks was to ascertain the parties' views on the Department's role in respect to the forthcoming negotiations for a renewal of the collective agreement expiring July 31, 1969.

The union requested the Minister to waive the conciliation officer and board procedure in order that it could be in a strike position at the termination of the existing agreement. Mr. Mackasey made no commitment in this regard, but he suggested that a "representative of the Minister" could attend the negotiations, as had been done in the 1966 dispute. In a telegram to the Minister, the union indicated its willingness to meet soon with the employers, and said that it would agree to have a representative of the Department at the talks if the Minister would give assurance that the conciliation board procedure would be waived.

In his reply, Mr. Mackasey pointed out that he was pleased that early negotiations would take place, and said he was prepared to make the services of Mr. Tysoe available at the beginning of March. The Minister stressed that the union would appreciate "that, under normal circumstances, the report of a conciliation board is of great benefit as a guide to the Minister of the special measures that must be taken." He added, however, that he would be pleased to hear arguments that the conciliation board stage be eliminated. The union did not press this matter further.

The union served notice on March 24 on the employers that it desired to begin collective bargaining. The parties held their first meeting on April 3, and the talks continued in several meetings throughout the rest of the month until May 2. Little or no progress was made. The union demands, among other things, asked for an around-the-clock operation on the docks, plus a flat rate of $51.00 a shift, a weekly work guarantee of five shifts of 40 hours, and improved pensions. Other items included reaching agreement with the employers on the handling of containerized cargo.

An application for conciliation services was received from the union on May 8, and on May 12 the Minister appointed Mr. Tysoe as Conciliation Officer to deal with the matters in dispute. On May 27, the Conciliation Officer reported that he was unable to make any progress with the dispute, and he recommended that it proceed to a Board of Conciliation. The union thought that a board would not be useful in this situation, but the employers said that they had no objection to establishment of a board, and considered that the normal procedure should be followed.

A Conciliation Board was appointed by the Minister, and was fully constituted on June 5 with the appointment of Roy A. Gallagher, Q.C., of Winnipeg, as Chairman. The other two members of the board who had asked the Minister to name a chairman, were A. Boyd Ferris, nominee of the employers, and William A. Stewart, union nominee. The board held hearings at Vancouver on June 23, 24 and 25, but was unable to find any common ground for settlement.

The report of the conciliation board was received by the Minister on July 17. A majority report was made by the chairman and Mr. Ferris. Mr. Stewart submitted a minority report. The report was released to the parties on the same day. The majority report recommended an around-the-clock operation, a weekly work guarantee rising to forty hours to be fully implemented by the second year of a two-year agreement, and a total wage increase of 70 cents an hour that would raise the basic rate from $3.88 to $4.58 by August 1, 1970.

The board left it up to the parties to determine whether the agreement should be for a longer period than two years. **The union rejected the recommendations, but the employers accepted**—with the provision that the recommendations be made effective over a three-year agreement.

Further negotiations began on August 7, and the parties, with Mr. Tysoe in attendance, spent many days in a detailed examination of the old agreement and new concepts. On September 11, the union took a strike vote that was completed two days later. It was reported that a 96 per cent majority of over 90 per cent of the membership who cast ballots had given the union a mandate to call a strike, "if necessary." The talks broke off on September 18.

When he was advised that negotiations had again reached an impasse and that a strike was imminent, Mr. Mackasey telegraphed both parties, advising them that he had instructed W. P. Kelly, the Department's Director of Conciliation and Arbitration, to proceed to Vancouver and meet with the parties on September 20. After five days of intensive mediation sessions, the federal mediator reported that no further progress could be made. **On September 25, the longshoremen withdrew their services from the waterfront and a strike began.**

Some weeks earlier, the Minister had received a commitment from the union that its members would continue to handle grain shipments in the event of a strike. The union again assured Mr. Mackasey that the commitment would be honoured. By the time the strike began, tentative agreement had been reached on all issues except a wage increase. The employers' last formal offer was 75 cents an hour over a three-year agreement in increments of 25 cents for each year. The union's position on wages set a minimum increase of 93½ cents an hour over a two-year agreement, the increments in each year to be negotiated.

As for the movement of grain, the employers refused to give any guarantee of long-term co-operation and said that they would handle only the grain ships then in port. On October 2, the employers announced that they would not continue to handle the loading of grain, taking the position that such operations would prolong the strike.

The next day, Mr. Mackasey made a statement in which he said that, in view of the employers' decision, he was actively exploring alternative means of keeping the grain moving, and that with Government support, the grain would be shipped. He wired the parties, reminding them of their responsibilities in this critical dispute that was affecting the economy and endangering Canada's reputation in the export markets. He urged an immediate resumption of bargaining.

On the Minister's instructions, Mr. Kelly returned to Vancouver on October 6 in a further effort to bring about a settlement. Meanwhile, arrangements were completed whereby the National Harbours Board at Vancouver, and the Board of Grain Commissioners at Prince Rupert, undertook the co-ordination and direction of the longshore labour needed for the loading of grain. Grain shipments, therefore, continued without interruption.

On October 17, the federal mediator reported that he had arranged a settlement of the matters in dispute, subject to ratification. The agreement was reached after 11 days of continuous mediation sessions. The terms of settlement provided for a total increase of 85 cents an hour over a period of two years from the date of ratification. The staging of the increments provided 45 cents in the first year from the date of ratification, and 40 cents in the second year; and an amount of 40 cents an hour of retroactive pay would be paid from August 1, 1969, to the date of ratification.

Mr. Kelly pointed out that the new agreement would do much to increase the productivity of the West Coast ports, as agreement had been reached on containerization, and the employers would have far greater flexibility in the use of gangs. Although the longshoremen would be guaranteed an eight-hour shift, it would now be possible to transfer men from ship to ship and ship to dock and vice versa, thereby utilizing the men fully over the period of the guarantee. The standard gang-size of eight men had been eliminated, and employers were free to dispatch men on the principle of "all men necessary, but no unnecessary men." The longshoremen also received improved pension benefits.



Andrew Kotowich, E. M. Strang, W. P. Kelly

The union announced on October 22 that the longshoremen had rejected the settlement by a vote of almost 70 per cent. On October 30, the Minister, Bernard Wilson, Assistant Deputy Minister, and W. P. Kelly, arrived in Vancouver to meet with the parties to seek a basis for settlement. Mediation began that afternoon, and was confined to friction points identified by the union as causing rejection of the settlement by the union members. These issues were:- size of gangs, extension of shifts, employment on the job, and computer dispatch. **Following two days of continuous mediation, agreement was reached on all issues in dispute at 5 a.m. on November 1.** The negotiating and executive committees unanimously agreed to recommend acceptance to their membership.

Meetings with the membership were held in Vancouver, New Westminster and on Vancouver Island, with the union officers explaining the settlement and recommending acceptance. Voting began on November 3, and was completed by evening of the next day. **The longshoremen rejected the settlement for a second time, the vote being about 58 per cent against acceptance.**

Following the result of this vote, the union officers held meetings with the membership of the union locals and discussed the situation. The outcome of the meetings was that a further vote was taken, and the men voted 58 per cent in favour of returning to work while further attempts were being made to reach a new agreement. The union membership approved also the holding of a special convention on November 14, at which a new slate of officers were to be elected to continue negotiations. With the concurrence of the employers, the expired collective agreement was extended for a period of 90 days from November 6, 1969—and **the ports resumed operations on the weekend of November 7.**

A hand for the seafarer

Higher international standards that would govern seafarers' living and working conditions were called for in a 32-nation conference in September, organized by the International Labour Organization. The two-week preparatory conference, which took place in Genoa, Italy, proposed the creation of the following international standards: an increase in the basic minimum pay for seamen from $70 to $91 a month; a new recommendation to help the shipping industry adapt its labour force to technological change, and to control the supply and demand of seamen serving on foreign vessels; a recommendation to supersede the ILO's Vocational Training (Seafarers) Recommendation of 1946 that would advocate the inclusion of subjects such as electronics and management in training programs; a supplementary convention to update the standards set in the Accommodation of Crews Convention (Revised) in 1949, and to recommend more sleeping space and increased recreational facilities; recommendations urging air-conditioning and control of harmful noise; a convention to point out the need for further study of accidents and their prevention; a recommendation for continued development of welfare facilities at sea and in port; and the adoption, for seafarers' mail, of a distinctive identifying symbol that would speed delivery.

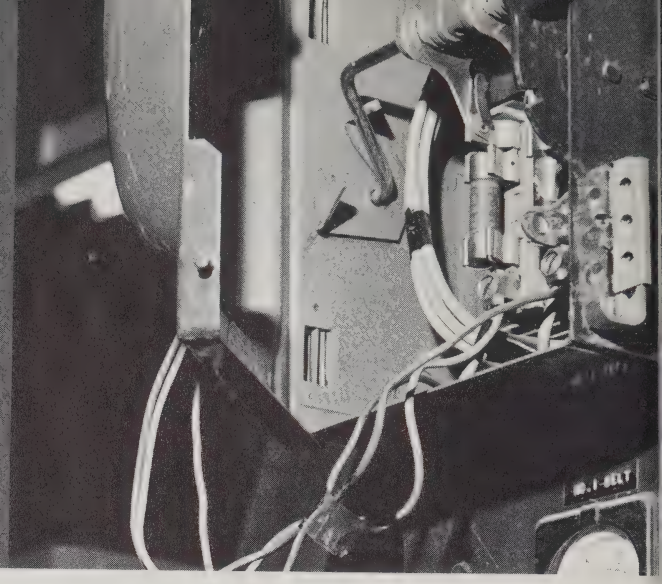
The proposals will be submitted in October to a maritime session of the International Labour Conference empowered to set new standards in the form of international conventions or recommendations. As well as the tripartite delegation from each country, the conference was attended by representatives of the World Health Organization, the Intergovernmental Maritime Consultative Organization, the Commission of the European Communities, the International Confederation of Free Trade Unions, the International Transport Workers' Federation, the World Federation of Trade Unions, the United Seamen's Service, and Apostolatus Maris, the Roman Catholic international organization for seafarers' welfare.

President of the conference was Raffaele Cusmai, Director-General of the Italian Merchant Marine Ministry. The three Vice-Presidents were: N. N. Dolinsky, Vice-Minister of Sea Shipping (USSR), Viscount de Botelho of the Shipowners' Association of Portugal, and Johan S. Thore, President of the Seamen's Union of Sweden. Dr. Albert Tévoédjré, Assistant Director-General of the ILO, acted as Secretary-General.

The Canadian delegation was headed by Captain G. W. R. Graves, Chief, Nautical and Pilotage Division, Canada Department of Transport; and Howard Pammett, Assistant Director of the International Labour Affairs Branch, Canada Department of Labour, was a government delegate and adviser. Other Canadian delegates were Government Adviser John H. Birtwhistle, Superintendent, Ships' Machinery Inspection, Steamship Inspection Division, Canada Department of Transport; Employer Delegate J. J. Burke, General Manager, Canadian Chamber of Shipping, Ottawa; Employer Adviser Captain J. P. Martin, Director of Services, Saguenay Shipping Limited, Montreal; Worker Delegate Robert F. Cook, President, Canadian Merchant Service Guild, Ottawa; and Worker Adviser James Todd, Secretary Treasurer, Canadian Maritime Union, Port Colborne.



A day in the life of a safety officer



Wanted: Executives, preferably with engineering or related background. Must have good practical knowledge of engineering, medicine, public health, law. Should be highly skilled in dealing with people in delicate situations and be both flexible and firm as the occasion demands. Must have considerable physical stamina and enjoy outdoor work. Should be able to convince public of value of their program. Candidates selected will work on their own much of time and be expected to make vital decisions daily. Must be accustomed to dealing with every level of employee, very senior management and union officers. Should have wide experience in industry and proven record of success.

The paragons of such virtues?—The safety officers of the Canada Department of Labour. The range of skills is not exaggerated. The federal safety officer has one of the most difficult jobs in industry—to persuade employers and employees that safety should be an accepted part of the industrial scene, and that time and money must be invested in well-planned programs. The stakes are not only reductions in deaths and injuries, but increased profits and productivity as well.

The front-line safety man has his office in a principal city in each province, Prince Edward Island being the one exception; this jurisdiction is looked after by a safety officer stationed in Fredericton, N.B. He has two major areas of jurisdiction: the Canada Labour Safety Code, and the more recent policy statements drawn up by the federal Treasury Board for the protection of federal government employees.

Another safety hazard

How does he do his job? The day starts in a routine way, much like anyone else's day at an office—telephone calls to be made, letters to be written. A company wants to know if it has to fill out a federal inventory form, and if it is under federal jursidiction to begin with. The safety officer will probably pass that one on to a colleague in Ottawa who will check and phone back his answer. A provincial government official calls about a meeting to discuss the recent federal-provincial arrangements for inspection of boilers and pressure vessels. An agreement has just been signed that allows provincial inspectors to do this work under the federal Safety Code. An engineer rings to ask if he has any information on colour coding for piping systems carrying hazardous substances. The safety officer does not have the information at his fingertips, but promises to find out and call back.

After an hour of paperwork, **the safety man leaves for a meeting with officials of another federal department to discuss the case of a man with cataracts. The man says that these have been caused by exposure to ultraviolet rays on the job. There is no record of any such occurrence in medical literature. Does the safety officer know of any cases in his experience?** He makes a note to call some medical experts for advice. There is no conclusion to this case yet. Another meeting will be called as soon as someone has some hard evidence. But, for the moment it seems doubtful that cataracts can be caused by ultraviolet rays.

After a quick break for coffee, the safety officer looks at his schedule of visits. There are enough to keep him on the run for a week—a lucky break under the circum-

stances. Usually he is on the road for two weeks, visiting industrial plants, federal government installations, penitentiaries, and manned navigational devices owned by the Government in Ottawa.

The first stop in the tour is the repair and mechanical maintenance shop of a trucking company just outside the city. This is a flying visit. The company doesn't know he is coming, and the safety man doesn't know what he will find, although he could make one or two informed guesses. The purpose of his visit is to see a work area as it would be on a normal day.

The safety man goes into the front office of the company, and proffers his identification card; in a few minutes a supervisor appears, and the purpose of the visit is explained. The tour starts. The shop is not in good shape; safety rules are defied in almost every corner.

It is something of a mystery why people who work with potentially dangerous equipment do not observe even the most basic rules of safety. Their lives are constantly in danger, and their chances of becoming one of the 1,200 annual deaths or 850,000 annual industrial injuries are pretty good. The rig repair shop uses acetylene and oxygen bottles for gas welding, yet they are not chained securely. If a bottle fell, a valve could be knocked off and the bottle would turn into an unguided missile that could at least break the legs of anyone who could not get out of the way fast enough. And it could cause the havoc of a high-explosive bomb if it was sufficiently charged.

Two days before, the officer recalled, he had seen oil on the operating valve of an oxygen cylinder—a highly dangerous situation. Leaking oxygen and oil can combine to produce spontaneous combustion. Firefighting equipment is properly secured on the wall—yet someone has put a ladder against the wall and covered the extinguisher. The safety officer comments, and the ladder is removed. There is oil on the floor, but nobody has sanded the slicks. A worker could fall and badly bruise or cut his leg.

Only one man is wearing safety glasses, although three of his colleagues are using electric arc welding and cutting equipment that gives off rays harmful even to the passer-by. The safety officer mentions this, but the supervisor shrugs and doesn't appear to care. He does not insist that his men wear glasses. Nor has he installed portable screens for the protection of people walking past the arc welders.



Proper gas cylinder storage



Goggles must be in place

In another part of the shop, high up on the ceiling, an electrician has left some wires in a temporary state. For some reason, it seems that many electricians at some time or other do not finish their work properly, thereby creating a potentially hazardous situation.

As this point is being discussed, the safety officer sees another supervisor walk through the shop without a hard hat on his head. Why? He is in a hard hat area, yet he isn't following the rules. The supervisor accompanying the safety officer says that the other man often goes from office to shop, but doesn't have the time to keep putting it on and taking it off. The safety man retorts that if the men are to obey the rules, the right example must be set by their superiors. He also says to himself that this shop is a very different kettle of fish from one he was in a few days ago. There the supervisor wouldn't permit anyone to enter a work area unless he wore a hard hat and safety glasses. At this point, the supervisor leads the safety officer to the tool crib, and there both men are issued with the necessary equipment.

When the tour ends, the two men return to the supervisor's office. As the safety officer discusses the various safety infractions that have caught his attention, the expression on the supervisor's face sets. He tries to be relaxed, but he knows that he is at fault. This is one of the most difficult parts of a safety officer's job; he needs all the firmness and tact he can muster to deal with a man who has fallen down badly on the job. The supervisor is uninterested in safety and doesn't know anything about it; yet, when the importance of safe conditions and practices are explained to him, he realizes that he has been inefficient.

Paradoxically, there is some resistance to safety suggestions; excuses are given. Such resistance is not infrequent, and it takes various forms. Sometimes safety equipment is ignored because it is considered "chicken" to wear a safety helmet or safety glasses, and younger workers do not want to be thought of as "cowards"; or, older workers who have never had an industrial safety program in their shop do not see why they should need one now—especially if there have been no serious accidents. Yet these accidents do occur—and surprise everyone except the safety officer.

As he says goodbye to the shop supervisor, **the safety officer makes a note to return and check on what improvements have been made. If nothing has been done, and if repeated warnings have no effect, the officer may refer the matter to a court of law.** This is an extreme measure, and one which has not yet been used.

Next stop on the tour is a federal government installation. The department in question has a safety officer at headquarters, and the local supervisor has arranged for bimonthly talks on safety by a qualified officer from the provincial Workmen's Compensation Board. These talks are voluntary and well-attended.

The manager at the installation is enthusiastic and competent; in fact, there is little that can go wrong at this place. It has immensely thick walls, little, if any, industrial equipment, and it is fireproof. Nevertheless, the safety officer makes a tour with the foreman. He looks in at the carpenter's shop, and walks over to the tool box and the machines. The guards are correctly installed on the machines, and the tools are in good condition. He also goes to the boiler room, which has been inspected recently by a provincial safety officer.

Finally, he goes back to the manager and discovers that there have been no accidents for a long time. Moreover, the manager knows that safety is a management responsibility, and he has integrated a safety program into his plans.

The next stop is a large, old industrial plant on the edge of town. The atmosphere is reminiscent of a prison. Again, thick stone walls, long dark corridors. The noise is deafening. Why is it tolerated, especially when only a few of the younger men are wearing ear plugs? The safety officer begins his tour and immediately wonders why the men in the foundry wear wool trousers but only cotton shirts. Wool is more efficient for resisting the hot spots of metal that may fly out during mould pouring; but cotton is no protection, and a foundry worker can get a painful burn from molten metal.

In another part of the plant, the safety officer notices that the tool grinders are wrongly sited, so that the reflection on the protective shield hinders a free view of the grinder and tool rest. And once again, the electricians have left an incompleted wiring job in the all-too-familiar tangle. Why? It is almost a rhetorical question. In an adjacent work area, chlorine gas cylinders are being opened with the wrong tool, a practice by which excess leverage can damage the valve and joint fittings and cause leakage of deadly gas.



Exits must be clear

Everywhere he goes in the plant, the Safety officer looks and asks questions. This is the basic tool of safety: to look, perceive something that someone else has failed to see because of familiarity or indifference, and to ask why it is allowed and what can be done to correct it. For every safety deficiency in a plant is a potential hazard to those who work in it. The safety officer knows this, but too often, those who work there do not.

After reviewing what he has seen with the plant's safety officer, the federal man heads for his last stop, a radio station in a nearby small town. He is received by the station's president, an affable man whose office desk



Properly dressed for the job

and walls bear evidence of his participation in a variety of local community activities. He was not aware that there is a federal safety program, so the safety officer outlines its history and purpose, and gives the man a copy of the Safety Code before they tour the radio station.

The first thing he notices is a telephone wire across an office floor, a dangerous hazard to anyone wearing high heels. His host quickly corrects the condition. Next, the mechanic's shop is a mess, and the young man in charge mumbles and grins. He is told to do some housekeeping. Some of the equipment used in the studio is being repaired, and has been left open and unshielded. Tools are scattered on benches and on the floor. How good a mechanic is this man? wonders the safety officer. In general, however, there is nothing wrong with the station that cannot be quickly corrected, and he makes the point that corrections are management's responsibility.

The president asks for a list of matters that should be seen to. In answer to another question, the visitor says no, he won't be back to check, and the president grins. The safety officer has assessed his man and knows that he will act quickly to restore safe working conditions.

The safety officer walks to his car. He has done one day of a week's tour that will take him for hundreds of miles around the province. **It's a job that requires a man with the tact and flexibility of a marriage counsellor, the instincts of a psychiatrist, the stamina of a lion and the optimism of a saint. He must also enjoy living in hotels.**

Part-time employment for older workers

Part-time employment for older workers can be a factor in both economic and social progress, says a report from the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development (OECD). The report was prepared by Jean Hallaire, Inspecteur général de l'Economie Nationale, and is the sixth report in a series on the employment of special groups. Mr. Hallaire's analysis is based upon experiences in six countries that he personally studied: Britain, Germany, Sweden, Denmark, Belgium and France, and two countries that supplied written information, Canada and the United States.

Part-time work has grown in importance in response to the desire of special groups of persons who wish to work, but because of personal reasons or capacity, or other activities, are unable to do full-time work. And it relates particularly to women with family responsibilities; older workers; the physically, emotionally or mentally handicapped; and students. This article will deal more specifically with the section of the report concerned with older workers.

The report defines part-time employment as regular employment, voluntarily undertaken and carried on during a shorter period than the normal work schedule. The part-time employee should be distinguished not only from the full-time, but also from the casual worker, the report says.

A commission set up in France to study the problems of old age, under the chairmanship of M. P. Laroque, Conseiller d'Etat, said: "For the elderly, as for younger people, the exercise of a trade or profession constitutes a factor making for physical and mental equilibrium. This accounts for the fact that so many elderly people, even if their financial situation does not demand it, still wish, if not to go on with their previous jobs, at any rate to have some form of activity, and that a substantial proportion go on working to a comparatively advanced age. Since there is no economic reason for eliminating elderly people from the labour market, the problem is not so much to know whether or not they should continue gainful employment, as to ensure a sufficient adaptation of the job to the man after a certain age."

Mr. Hallaire's report suggests that part-time employment would appear to be perfectly suited to elderly persons. It would allow people reaching a given age the choice of going on with their present full-time job, with all the hazards that this implies—compulsory overtime, night work, irregular time-tables—or of working shorter hours that would exclude some of these hazards and correspond to their physical and mental aptitudes as well as wage requirements.

The OECD Manpower and Social Affairs Committee, in 1967, adopted the following principle: "Special job development programs in the public services and private industry should be considered, where appropriate, to open up job opportunities particularly adaptable to the abilities of older workers. Shorter daily and weekly working schedules are at times appropriate for people nearing retirement."

In the countries visited by Mr. Hallaire, part-time employment was found to affect only a small minority of elderly people. The report suggests, however, that in the future, even when manpower shortages cease to be a bottleneck in the expansion of these countries, the policy recommended by the Laroque Commission in France and the OECD for the employment of elderly workers should include a system of part-time employment. Mr. Hallaire recommends the planning of a charter for the timetable of part-time work for all citizens who, at some stage in their lives, may no longer be able to work full-time, but may wish to continue work during shorter hours.

In its conclusions, the report points out that **a system of part-time employment enables each worker in each sector of activity to adjust his daily or weekly working hours to the effort he can make, or to his needs.** It suggests that there be no age limit after which everyone would, in practice, be denied "the right to work." In this way, part-time employment could be not only a factor in economic progress, but also, a factor in social progress. The report considers that it should be possible for any worker to work less than normal hours prior to reaching retirement age, and also to continue working part-time after that age.

Part-time Employment—Its Extent and Its Problems, by Jean Hallaire, Inspecteur général de l'Economie Nationale, OECD Paris 1968, #6. (Price $2.80 Queen's Printer, Canada).

Labour federation conventions—1969

Four provincial federations of labour—those representing Prince Edward Island, Alberta, Nova Scotia, and Saskatchewan—held their annual conventions in the early fall of 1969. The Prince Edward Island Federation passed resolutions on medicare, taxation, automobile insurance and minimum wages. The Alberta Federation asked that coverage of the Alberta Labour Act be extended to include all employees in the Province. The Nova Scotia Federation expressed strong opposition to compulsory arbitration, and the Saskatchewan Federation continued its opposition to the provincial government's act passed last year that called for, among other things, a second strike vote after a strike has lasted 30 days.

Prince Edward Island

Medicare for all residents of the island, a wage act that lays down no exemptions to minimum wage levels, and a provincial automobile insurance plan similar to that of Saskatchewan were called for by delegates to the P.E.I. Federation of Labour convention in September. The Federation is proposing also that the amount of money that can be taken by garnishee from a pay cheque be reduced.

The Federation will seek a change in the Workmen's Compensation Act that would ensure that any employee unable to work because of an injury received on the job, receives full pay. And the Federation wants income tax exemptions to be raised to $4,000 for a married couple and to $2,000 for a single person. The Federation asked that jury duty fees be set high enough to cover what a person would have received had he been working.

W.P. Nearing, was elected President of the Federation, succeeding Everett MacLeod. Everett Baker was re-elected Secretary-Treasurer, and the Vice-Presidents for the year are E. Jessom, J. Coles, G. Proud, and B. Harris.

Alberta

Resolutions asking for higher income tax exemptions, measures to make it easier for a working man to own his own home, a comprehensive, non-premium medical care scheme, and a provincially-run auto insurance plan were passed at the Alberta Federation of Labour convention in October. Other resolutions urged: provision in the income tax act to allow workers to deduct the cost of their tools and transportation to work; adoption of a minimum speed limit; and expansion of the Federation executive to include a fourth vice-president who would represent regional labour councils.

The convention asked also that all employees in the Province be covered by the Alberta Labour Act. The report of a committee looking into the Act urged: an increase in minimum wages from $1.25 to $2.00 an hour; a new approach to annual vacations; elimination of conciliation boards; the right of employees to strike at the end of their agreement; and opposition to the use of any kind of injunction during a legal strike. On the subject of vacations, the report stated that all employees receiving vacations should get an extra week's pay for each week of holiday.

Roy Jamha, Edmonton, was re-elected President of the Alberta Federation, and John McNevin, Edmonton, was re-elected Executive Secretary.

Saskatchewan

The 200 delegates to the Saskatchewan Federation of Labour convention in October approved resolutions seeking: **unemployment insurance for hospital workers; province-wide bargaining for hospital employees; reassessment of the minimum wage policy of the federal**



Government; support for the principle of equal pay for women; government appraisal of the needs of apprenticeship and trades training programs; and changes in the Workmen's Compensation Act.

The delegates called also for legislation that would give workers the right to leave of absence for further education. Another resolution asked the Government to provide a program of grants so that workers who were upgrading their education or training would not lose money during the training period.

The provincial Government should expand the inspection and proper policing of existing safety regulations, another resolution said. It requested further that the Government develop programs that would guarantee employees adequate protection from noise and the intensity and length of work. The Federation went on record also in support of the establishment of an Indian College at the University of Saskatchewan; but the resolution insisted that the Indian and Métis people be consulted on all matters affecting the college, including planning, and the preparation of the curriculum.

President W.G. Gilbey was re-elected President of the Federation. Others elected were: George Seminuk, Saskatoon, first Vice-President; C.C. Cave, Moose Jaw, second Vice-President; Ron Klassen, Saskatoon, third Vice-President; Fred Pomeroy, Regina, Treasurer; Louis Steil, North Battleford, Recording Secretary; Ron Duncan, Regina, and Lee Gisi, Prince Albert, Alternate Officers.

Nova Scotia

The Nova Scotia Federation of Labour strongly opposed all forms of compulsory arbitration at its 14th annual convention. Delegates were told that strong pressure was being put on governments to enforce such action, because of possible strikes in hospitals and the recent police strike in Montreal. One delegate said that there would be a general strike in Nova Scotia if compulsory arbitration is ever introduced.

Provincial Minister of Labour Dr. T.J. McKeough told the convention that an umpire system rather than a three-man arbitration board would speed up grievance settlement, be more efficient, and cost less. The umpire would be appointed during the time of collective bargaining negotiations, he said.

J. R. Lynk of New Glasgow was re-elected President of the Federation, and J.K. Bell of Halifax was re-elected Secretary-Treasurer. Area Vice-Presidents are: Tom Mombourquette, Cape Breton; Don Murphy, Pictou County; Basil Brine, Colchester-Cumberland; Gordon Smith, Halifax; Harold Burden, Annapolis Valley; and Clary Webber, South Shore.

Labour legislation in 1968-69

Part 2: Industrial training and apprenticeship

A new Manpower Vocational Training and Qualification Act was passed in Québec in 1969. This Act is significant for two reasons: it requires employers to notify the Minister of Labour and Manpower in advance of any collective dismissals in order that measures may be taken to assist the affected workers; and it will lead to sweeping changes in apprenticeship and vocational training in the Province.

The principle underlying the legislation is that training is to be given according to the needs of the labour market and of employers and workers in industry, and the Manpower Branch of the Department is to play a major role in determining occupational and manpower training requirements. The Act was based on the work and recommendations of two study committees and was introduced with the unanimous support of the Advisory Council on Labour and Manpower.

A provincial apprenticeship and tradesmen's qualification system has been established by consolidating and broadening provisions formerly contained in several acts. Manpower Vocational Training Commissions will take over existing apprenticeship centres and will expand their activities in order to meet more adequately regional requirements for vocational training. Conditions of admission to trades and of testing the competency of workers will be standardized. Employers and employees will be associated in the setting up and administration of all aspects of the new program through representatives on advisory bodies at the provincial and regional levels and on Manpower Vocational Training Commissions.

The provincial advisory committee, which will advise the Manpower Branch on all matters relating to training, is to consist of representatives of employers and employees (10 of each) chosen from the directors of the Manpower Vocational Training Commissions and representing all economic sectors, and one representative from each of the Departments of Labour and Manpower, Education, Industry and Commerce, and Family and Social Welfare.

Discrimination based on race, sex, religion, national extraction or ethnic origin is prohibited in selecting candidates for apprenticeship or vocational training, in carrying out such training programs, or in examinations for certificates of qualification. A distinction, exclusion or preference based on the requirements of a particular job does not constitute discrimination.

The Act contemplates a revision of the regulations now in force in order to lay down the actual standards that are to govern apprenticeship, the certification of tradesmen and manpower vocational training. The regulations may require apprenticeship training and the holding of a certificate of qualification in order to carry on a given trade. Where the Lieutenant-Governor in Council has declared a trade to be a certified trade, only employees who have obtained certificates of qualification may be employed in or carry on such a trade. Certificates of qualification that will be valid throughout the Province will be issued by the Manpower Branch, replacing the former system under which a parity committee set up under the Collective Agreement Decrees Act to enforce a decree in a specified region had authority to require certification of tradesmen in the trade in that region.

Former system

Unlike other provinces, Québec did not have a system of apprenticeship and tradesmen's qualification providing for uniform provincial standards. Under the Apprenticeship Assistance Act, now repealed, the Lieutenant-Governor in Council, on the recommendation of the Minister, could recognize a municipality as an apprenticeship centre of a trade, either generally or for one or more industries. An application for recognition had

to be made by a trade union or employers' association or by a parity committee. Apprenticeship training in a recognized apprenticeship centre was the responsibility of an apprenticeship commission. Ten or more persons could petition to become incorporated as an apprenticeship commission for a centre. A commission was required to report annually to the Minister. Commissions could make arrangements for training with the Department of Education and educational institutions or could themselves offer training courses.

Training in the apprenticeship centres, which numbered about 15, was given principally in the construction and automotive trades, although other trades such as shoemaking, hairdressing and printing were taught. Apprenticeship commissions could receive financial assistance from parity committees, the Workmen's Compensation Commission, the Minimum Wage Commission and municipal and school corporations.

In addition to repealing the Apprenticeship Assistance Act, the new Act deleted the apprenticeship provisions contained in a number of other statutes. These included sections of the Collective Agreement Decrees Act and the Construction Industry Labour Relations Act, which enabled provisions of collective agreement dealing with apprenticeship to be made binding by decree. Also repealed were provisions dealing with apprenticeship and licensing of electricians, pipe mechanics and stationary engineers, found in five separate special Acts. The authority of the Minimum Wage Commission to include apprenticeship standards in its orders was also removed.

New system

Outlining the new system in the National Assembly, the Minister stated that **the Act provided for regional advisory committees in the two main sectors of economic activity—that is, industry, including construction, and commerce and services.** He said that the regional advisory committees would give birth to Manpower Vocational Training Commissions in each region, and that the function of the Commissions would be to apply the training policy established by the Government, taking into account any federal-provincial agreement that the Department might negotiate. Over and above the regional advisory committees, there would be the provincial advisory committee. The program is to be carried out in consultation and collaboration with the Department of Education.

In order to stimulate interest in, and to lay the basis for the organization of, the new program, the Minister appointed a nine-member mission representing the departments concerned, employers and trade unions. The function of the mission, referred to as OPES (Opération, Participation, Employeurs, Salariés), is to assist in the organization of the regional advisory committees and to stimulate the formation of the Manpower Vocational Training Commissions.

The Minister said that the regional advisory committees would be invited to define regional training needs and that, based on their recommendations, a new program would be substituted for that carried on in the apprenticeship centres. Consultation was envisaged with the directors of these centres with a view to broadening and changing their program to encompass a much wider range of trades.

Commissions

The Manpower Vocational Training Commissions are to take over the functions of the apprenticeship commissions and the existing apprenticeship centres. They are to be incorporated bodies responsible for vocational training in the region. Twelve persons who are appointed by the regional advisory committees and who represent, in equal numbers, employers and employees from the industrial and service sectors, may petition the Lieutenant-Governor in Council to be incorporated.

A Commission is to comprise the general meeting of its members, a board of directors and an executive committee. The general meeting is to consist of persons from the region served by the Commission, and each regional advisory committee is to appoint four members.

The general meeting elects 12 of its members to serve as the board of directors. In both bodies, employers and employees from the sectors of industry and services must be equally represented. For the first three years, however, the board of directors is to represent equally construction, industry other than construction, and services. The executive committee is to consist of a chairman, two vice-chairmen and a secretary appointed by the board of directors. The regional director of the Manpower Branch, and the principal of the vocational training centres in the region, are to be ex officio members of the Commission, the board and the executive committee.

The board of directors must appoint a principal for the vocational training centres and may appoint an assistant principal for each centre.

As with the apprenticeship centres, a Commission may, subject to regulations and the approval of the Minister, make agreements with educational institutions and business establishments respecting vocational training. The bylaws and budget of each Commission must be approved by the Minister, to whom it must also make an annual report. Financial assistance may be granted by various bodies, as was the case with the apprenticeship centres.

Collective dismissals

Except in seasonal or intermittent employment, an employer who foresees having to make a collective dismissal for technological or economic reasons must give advance notice to the Minister. The Act establishes periods of notice, depending on the number of workers involved. The required periods of notice are: from 10 to 100 workers, 2 months; from 100 to 300 workers, 3 months; at least 300 workers, 4 months.

On the request of the Minister, and in consultation with him, the employer must participate in establishing a committee on reclassification of employees. The certified trade union, or, if there is none, the employees, must be equally represented on the committee. The employer must make such financial contributions to the committee as are agreed to between the parties.

With the consent of the Minister, and subject to conditions determined by him, the employer and the certified trade union, or, if none exists, the employees, may establish a collective fund for the reclassification and compensation of employees. If necessary, several employers and certified trade unions may establish a joint fund.

New Brunswick

In New Brunswick, the apprenticeship program and the examination and certification of tradesmen are now carried out under the authority of a single Act—the Industrial Training and Certification Act, which went into force on April 25, 1969. It replaces the Apprenticeship Act and the Tradesmen's Qualifications Act. The Act provides for a Director of Industrial Training and Certification, and for an Industrial Training and Certification Board. The Board, which takes the place of the Provincial Apprenticeship Committee and the Tradesmen's Qualifications Board, is given the authority to issue diplomas to apprentices, and to issue, cancel, suspend or revoke certificates of qualification. It may designate trades, on the recommendation of the Director. A decision of the Director may be appealed to the Board.

The Board, like the former Provincial Apprenticeship Committee, is to consist of seven members: two employer and two employee representatives; an official from the Department of Labour; an official from the Department of Education; and an independent chairman.

The Minister of Labour may appoint a provincial trade advisory committee in any trade or group of trades. The Director may appoint a local advisory committee to assist him in regard to apprenticeship training in an area. As previously, the Lieutenant-Governor in Council may declare any designated trade to be a certified trade. Certificates issued under the former Acts remain in force.

Changes in regulations

Regulations were issued in various provinces laying down rules for trades newly designated for apprenticeship, and making changes in the standards set in existing regulations. **Compulsory certification of tradesmen was put into effect in additional trades in four provinces and is about to be introduced in one trade in Prince Edward Island.** In all cases, provision was made for the protection of the skilled workers engaged in the trade through the fixing of an "open period" in which they may apply for a certificate without examination, or through the granting of a permit in Prince Edward Island. Provision was also made in some provinces for tradesmen in certain trades to apply for and obtain a certificate of qualification on a voluntary basis.

Under the Alberta Apprenticeship Act, regulations for the newly designated trades of electrical mechanic and instrument mechanic were issued, and regulations governing the bricklayer, partsman and millwright trades were revised. For the two new trades, the term of apprenticeship is for four periods of 12 months each, each period to consist of 1,800 hours of work. The term of apprenticeship of a bricklayer is for four periods of 1,600 hours each. Wage rates of millwrights and partsmen were increased. Provision was also made for voluntary certification in these trades, on the basis of three years working experience for the partsman and four years working experience for the millwright.

In British Columbia, hairdressing was designated as an apprenticeable trade. Provision was made, after the holding of public hearings, for voluntary certification in the carpentry and oil-burner mechanic trades, upon submission of proof of a minimum of 8,000 and of 10,000 hours of qualifying experience in the trade.

In Manitoba, the rules for the machinist trade were replaced. The period of apprenticeship was reduced from five to four years, as was done recently in three other trades. As before, machinists who have had the required length of experience in the trade and who pass an examination approved by the trade advisory committee may be granted a certificate of qualification. Present or past employers must vouch for their experience and knowledge. The certificate of qualification is now open to persons 26 years of age and over, instead of 28 and over, and the minimum period of qualifying experience is now six years instead of seven.

In Newfoundland, the minimum educational requirement for a candidate for apprenticeship in the carpenter and joiner trades was raised from Grade 8 to Grade 9.

In Nova Scotia, regulations were made for two new trades, those of industrial instrumentation and industrial mechanic (millwright). In each, the term of apprenticeship is four years, as in all other trades except plumbing and steamfitting. Grade 11 or its equivalent is required for the industrial instrumentation trade. Provision was made for the issue of certificates of qualification on a voluntary basis to workmen engaged in either trade.

For the purposes of apprenticeship training, and, after a 2-year open period, for purposes of compulsory certification, Ontario has broken down the trade of motor vehicle repair into various specialized branches



(fuel and electrical systems mechanics, transmission mechanics, automotive machinists, auto body repairers, alignment and brakes mechanics and automotive painters). Included as well are the trades of truck-trailer repairer, heavy-duty equipment mechanic, motorcycle mechanic and service station attendant.

The term of apprenticeship varies from two to five periods of 1,800 hours each: two periods for automotive painters and service station attendants; three for fuel and electrical systems mechanics, transmission mechanics, alignment and brakes mechanics, truck-trailer repairers and motorcycle mechanics; four for automotive machinists and auto body repairers; and five periods for heavy-duty equipment mechanics. Credit may be allowed for secondary school graduation and specialization in auto mechanics.

Amendments to the existing regulations governing motor vehicle mechanics increased the number of training periods of 1,800 hours each from three to five, and made provision for persons trained in a related classification of the trade to transfer and become qualified in the trade of motor vehicle mechanic by the successful completion of specified periods of training.

All the foregoing trades were declared to be certified trades. This means that persons working in the trade when it was certified have a two-year period in which to qualify for a certificate. A new regulation issued for the trade of baker requires training during two periods of 2,000 hours each. Baking is not a certified trade.

Compulsory certification

In Ontario, compulsory certification is being applied in all trades that can be expected to benefit from it. As indicated above, 10 trades, all specialized branches in the field of motor vehicle repair, were designated as certified trades. For any certified trade, a two-year period is provided in which to obtain a certificate. About 24 trades have been declared certified trades.

In Alberta, a certificate of proficiency is required in any trade designated under the Tradesmen's Qualification Act. Two other trades, the bricklayer and the elevator constructor trades, were added to the 12 or more trades already designated. With respect to the elevator constructor trade, it was provided that certificates of proficiency and maintenance certificates might be issued, without examination, to persons who applied before January 1, 1970, and who could show proof that they had had six years of actual experience in the trade before July 1, 1968.

In New Brunswick, regulations were issued under the Tradesmen's Qualifications Act (now replaced by the Industrial Training and Certification Act) requiring the holding of certificates of qualification, effective February 1, 1969, in the motor vehicle repair trade (electrical and fuel systems) and the motor vehicle repair trade (steering, suspension and brakes). To be a candidate for a certificate of qualification, a person must prove that he has served at least three years of actual occupation in the general activities of the trade or is an apprentice. The trade of motor vehicle repair (mechanical) has been a certified trade since January 1, 1968. Certification is now compulsory in nine trades in New Brunswick.

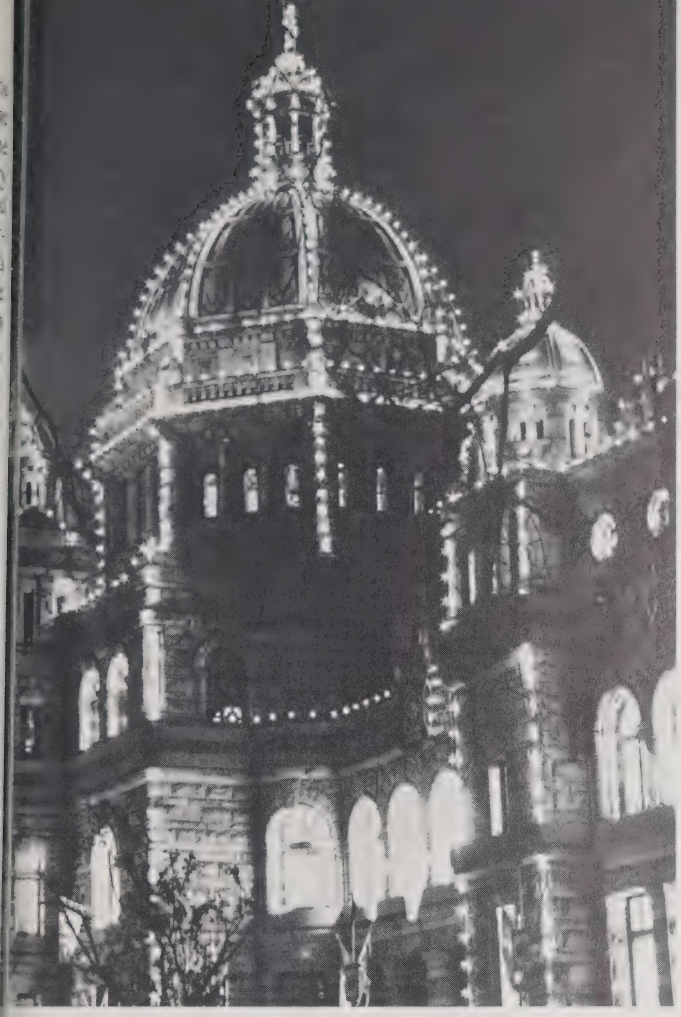
In Nova Scotia, regulations providing for compulsory certification in the plumbing trade became effective on April 23, 1968. During a two-year period, journeymen in the trade who have the required qualifications and experience may obtain a certificate of qualification without examination. After April 23, 1970, the effective date for compulsory certification, applicants who did not apply for certification during the open period must be examined before a certificate may be issued. Two other trades—electrical construction and motor vehicle repair (mechanical)—are certified trades in Nova Scotia.

In accordance with a 1968 amendment to the Prince Edward Island Apprenticeship and Tradesmen's Qualification Act, which made provision for compulsory certification, the plumbing trade is to be designated as a certified trade, effective January 1, 1970. **Any person who can furnish proof that he has worked as a plumber for any period during the five years prior to January 1, 1970, may be granted a permit, without examination, enabling him to continue indefinitely to engage in the trade.**

Part 3: Industrial safety

Newfoundland passed its first Elevators Act in 1969. This Act, when proclaimed in force, will require all elevators and lifting devices (including dumb waiters, escalators, man lifts, incline lifts, aerial trams, ski lifts and ski tows) to be inspected at least once a year. The installation or major alteration of an elevator is subject to prior approval of plans, drawings and specifications by an inspector.

The Act imposes on the owner of an elevator a duty to see that the elevator is inspected annually by giving notice in writing to the chief inspector.



As in other provinces, the inspector has authority to require the owner to remedy unsafe conditions and, in case of danger, may order that the elevator be taken out of service. In such cases the owner must forthwith close the elevator with a seal and prohibit its use. If an elevator is found to be safe, the owner is issued a certificate valid for one year. A certificate may be suspended or revoked by an inspector. Any action or decision of an inspector, including the closing of an unsafe elevator, may be appealed to a Judge of the Supreme Court or of a District Court. The owner is required to report any accident, death or suspected mechanical faults to an inspector, who is to make an investigation, determine the cause and take appropriate action to prevent a recurrence.

As with other modern safety legislation, the specific standards that are to govern the construction and operation of elevators are to be prescribed by regulation. The regulations may adopt published codes, rules or standards. A fine of up to $1,000 or three months imprisonment may be imposed for an offence under the Act.

An amendment to the New Brunswick Industrial Safety Act empowers the inspector to issue stop-work orders, subject to appeal to the chief inspector whose decision is final. Previously, stop-work orders had to be made by the chief inspector, but his decision did not become final for 24 hours, during which time the operator could show cause as to why the order should not become effective.

The provisions establishing a minimum age for employment were transferred from the Minimum Employment Standards Act to the Industrial Safety Act. Employment under the age of 16 is forbidden without a permit from the Minister of Labour. This prohibition applies to employment on a farm as well as to all other workplaces except a private home or a mine. The minimum age for employment underground in mines as set under the Mining Act is 16 for coal mines and 18 for metal mines.

British Columbia completely revised its Coal Mines Regulation Act in the light of modern mining techniques. The revision brought the Act into greater uniformity with the Act governing mines other than coal mines, which was re-enacted in 1967. **A significant development is that medical examinations are now required for persons in dust-exposure occupations in coal mines before employment begins and annually thereafter.** A certificate of fitness is a prerequisite for employment. Annual medical examinations have been required by law for metal miners since 1936.

The Act, like the Mines Regulation Act, provides for a new class of inspectors—environmental control inspectors—whose function is to inspect ventilation, dust and noise conditions. It contains a provision on noise control and it fixes 18 as the minimum age for employment underground and in surface workings, except that a boy of 17 may be employed for training purposes, with the approval of the chief inspector. The Act also forbids the employment of women underground, subject to such exceptions as the chief inspector may approve in conformity with the International Labour Convention concerning the employment of women on underground work in mines. (Canada ratified this Convention in 1966.)

Every mine employing more than 35 persons, unless exempted by an inspector, must have speedy means of communication for a physician's services. Expanded health and sanitation provisions apply where more than 10 persons work underground, instead of more than 15 as formerly.

Adoption of regulations

Since most safety standards with which employers and workers must comply are contained in regulations, the promulgation of new general accident prevention regulations in Alberta and Manitoba, in each case made by the Workmen's Compensation Board, and the extensive revision of the Ontario Construction Safety Regulations were important developments during the year. In both Alberta and Manitoba, the Workmen's Compensation Board is directly responsible for accident prevention.

In all cases, the regulations are an extension and an up-to-date replacement of earlier safety regulations and are intended to safeguard workers against the hazards of modern industry. The regulations cover a very wide range of safety matters, strengthening present requirements in certain areas, and containing new provisions made necessary by changes in operating techniques, materials, equipment and tools.

The Alberta regulations, which are applicable to all industries within the scope of the Workmen's Compensation Act, went into force on August 1, 1968. They supplement the Board's other safety regulations (nine or 10 in number), which apply to various hazardous industries or occupations such as explosives, the petroleum and natural gas industry, lumbering, the woodworking industry, and pipeline construction. **The Board has been engaged in a continuing revision of its safety regulations.**

The regulations contain all the usual protective measures for general employment safety. Special sections are devoted to welding and laundry operations. Among new provisions are those concerning noise, radiation and control of static electricity.

A significant new provision stipulated that, effective August 1, 1969, penumatic-tired, farm-type tractors must be equipped with a canopy or guard of sufficient size and strength to provide protection to the operator from crushing due to tipping or rolling over of the tractor. The employer must provide a seat belt or other restraining device, and the tractor operator must use the device.

In Manitoba, the Employment Safety Regulations were made under the authority of the Employment Safety Act, which applies to all employees in the Province except agricultural workers, domestic servants and employees subject to the Mines Act. The regulations, which were issued in March, 1969, were developed over a period of time in consultation with industry and organized labour. They replaced construction safety regulations that had been continued in force after the adoption of the Employment Safety Act.

The regulations lay down precautions to be taken and measures to be adopted in industrial and construction areas for proper protection against injury to employed persons, and to persons whose safety may be imperilled by actions taken by employed persons.

The organization of the regulations by subject indicates the areas covered: Part I—General; Part II—Safety of employees in Factories and Industrial Plants; Part III—Construction, General; Part IV—Excavations; Part V—Demolitons; Part VI—Erection of Skeleton Steel Buildings and Construction of Steel Bridges; Part VII—Explosives; Part VIII—Operation of Construction Machinery or Equipment in Vicinity of Electrical Power Lines.

Radiation hazards and noise control are among the subjects dealt with. Where noise approaches potentially harmful levels, it is the employer's responsibility to report the situation to the Board and to secure the Board's ruling as to acceptable noise limits applicable in the circumstances. In work areas where noise levels exceed the maximum specified in the criteria adopted by the Board, the employer must attenuate the noise at the source to approved levels or isolate the workman from it, or the workman must wear effective personal protective equipment.

A provision regarding skin protection states that all persons working with materials that may be injurious must be made aware of the potential hazard. Where deemed necessary, the employer must provide protective oil, grease or cream, and the workmen must apply it to all exposed parts of the body.

The regulations made under the Ontario Construction Safety Act (O. Reg. 269/69), effective July 22, 1969, represented the first real revision of the regulations since they were adopted in 1962. Amendments in 1967 laid down standards regarding falsework, in the wake of the Heron Road Bridge disaster in Ottawa in 1966.

Enforcement of the Construction Safety Act and regulations is primarily a municipal responsibility, supervision a provincial responsibility. The 1967-68 Annual Report of the Department of Labour reported that the Act was enforced by a staff of 230 inspectors appointed by 107 specified municipalities.

These regulations are also wider in scope than previously. They provide for more stringent controls but also include elements of flexibility. As an example of flexibility, the regulations prescribe more specifically the type of safety hat and safety footwear that must be worn by workmen; but they provide that a workman need not actually wear a safety hat, if he has one handy, or wear safety footwear, where he is not exposed to danger of injury.

A new section sets out safeguards for workmen endangered by vehicular traffic. New safety rules are laid down for explosive-actuated fastening tools, including design, proper use and storage, marking and storage of explosive charges, and operating rules governing instruction and safe use. Other new provisions cover storage of compressed gas, flammable liquid, and combustible, corrosive or caustic substances.

Stronger provisions protect workmen in elevated positions, as well as permitting use of modern hand rail construction. Scaffold, lifeline and falsework provisions cover construction equipment, including balloons and helicopters used to move materials on the site, and other equipment not requiring ground support.

Among a number of amendments and additions made to the New Brunswick Industrial Safety Code, there is a provision stating that industrial noise levels must be kept below 90 decibels, where possible. Beyond that range, ear protective devices are obligatory. Workers exposed to the danger of drowning must wear life jackets. A table specifically limits weight and number of persons carried in small boats. Certified powdermen must be in charge of blasting. **An important new section governs all aspects of the compressed air environment.**

Regulations under the Québec Industrial and Commercial Establishments Act respecting the protection of workers in construction yards and trenches were amended with regard to the use of plaster spray machines. The regulations, detailing requirements regarding the competency of the operators and operating conditions, were made after study by the Department of Labour, in co-operation with the Department of Health.

Of interest is a new regulation made under the British Columbia Railway Act requiring installation and maintenance of water coolers and sanitation facilities in locomotives and cabooses. Although these facilities were required in new locomotives and cabooses as of May 1, 1969, companies have until May 1, 1970, to install water coolers, and until May 1, 1974, to install suitable toilet facilities in all such equipment.

First aid regulations

Through joint consultation with Workmen's Compensation Boards, uniform first aid regulations were adopted in Alberta, Manitoba and Saskatchewan. Nova Scotia has adopted the same requirements. The Québec Workmen's Compensation Commission revised its first-aid regulations, and in Prince Edward Island, detailed first-aid requirements were included in the Industrial Safety Regulations adopted by the Board in 1968.

New Brunswick Industrial Safety Council

The New Brunswick Industrial Safety Council, which is the body responsible for initiating and co-ordinating industrial safety education and promotion programs in the Province, was reconstituted and an advisory committee established.

The Council consists of five members: the Chairman of the Workmen's Compensation Board, the Director of Technical Services of the Department of Labour, one labour representative, one employer representative, and a chairman. The Industrial Safety Council is now to implement, as well as develop, educational and safety promotion programs.

The advisory committee appointed by the Minister of Labour is to be composed of not less than four and not more than 12 members representative (not necessarily equally) of labour, management and government from industries subject to the Workmen's Compensation Act, and with representatives of the Industrial Safety Council, the Department of Labour and the Board as ex officio members.

Canada Labour (Safety) Code

During the year, agreements providing for the use of provincial safety inspectors in federal jurisdiction were signed with a number of the provincial authorities, and such inspection work has been in progress in some areas since April 1, 1969. Regulations governing coal mines operated by the Cape Breton Development Corporation went into force on February 12, 1969. These are essentially an adaption of Nova Scotia coal mines regulations. Regulations under the Code governing boilers and pressure vessels were recently approved. Other safety regulations are in process of development.

They should lean on us, not stand on us

An appeal to Britain's trade unions to continue their belt-tightening measures for the sake of the country's economy was made by Prime Minister Harold Wilson at the 101st annual convention of the Trades Union Congress held at Portsmouth, September 1 to 5.

Britain's economy is steadily improving, Mr. Wilson said, exports are booming now that the prices of British goods are competitive on world markets, and nothing must be done to jeopardize this positive economic trend. The Prime Minister asked for support in continuing the Government's restrictions on wage increases. At the time of the conference, wage raises were limited to 3 per cent in any 12-month period, but the Government's power to enforce the curbs expired at the end of 1969.

Mr. Wilson indicated that he will seek Parliament's approval to continue for another year. But at the same time that he asked for their co-operation, the Prime Minister antagonized many delegates at the convention by expressions such as "irresponsible industrial strike action" and "inflationary wage increases," and he called them to task for the large number of wildcat strikes.

In response, the TUC delegates voted by a narrow majority to repeal not only Part II of the Prices and Incomes Act that embodies delaying powers on wage increases and prices, and the power to fine unions, but to end the National Board for Prices and Incomes that had been given statutory form in Part I of the Act (L. G. 1965, p. 502). The General Council had suspended a decision on whether or not to retain Part I until it had discussed with the Government its intentions on Part II. It was the penal sanctions in Part II that the delegates found so offensive, so against the advice of the General Council, they decided to condemn the Act itself.

Two of Britain's most powerful labour leaders, Hugh Scanlon, President of the Amalgamated Union of Engineering and Foundry Workers, and Jack Jones, General Secretary of the Transport and General Workers' Union, were the chief opponents of Mr. Wilson's appeal. Mr. Scanlon won overwhelming approval from the TUC for the five-point economic plan he offered in place of the Prime Minister's export policy. He told the Congress that Britain had had five years of bitter experience with Wilson's "old methods of restriction," and it was now time for a new policy.

It was a major defeat for Victor Feather, the newly elected General Secretary, who had asked the conference for a more moderate policy that would retain part of the Prices and Incomes Act, but reject the section containing penal clauses. It was a disappointment also for the TUC General Council, which, although it had not approved wage restraint, had agreed with the idea of a prices-incomes board.

Support for Mr. Wilson came from an unexpected quarter. At a press conference after the vote was taken, George Brown, who had resigned as Mr. Wilson's foreign secretary in a dispute with the Prime Minister in 1968, became a defender. For the TUC to "virtually reject almost everything," he said, was "very disappointing and somewhat irresponsible."

The TUC called for drastic cuts in Britain's NATO forces in Europe, severe restrictions on British investment in developed countries, and increased farm production at home to cut down the need for food imports. Although there was some praise for the new State Pension Scheme that, in effect, asked that the higher paid worker subsidize the lower paid worker, many argued that it would lose votes for the Government. White-collar workers especially were adamant in their condemnation, arguing that any subsidization should come from gener-

al revenue and not from specific groups of workers. Lord Collison, serving his last term on the TUC General Council and as General Secretary of the Agricultural Workers Union, averted a showdown between blue-collar workers and white-collar workers by convincing Congress to remit the motion to the General Council. It is the Council's task to negotiate changes with the Government in any proposed legislation.

Another contentious issue was the Prime Minister's request for equal pay for women. About 1,000,000 women are now receiving equal pay, and another 3,000,000 are eligible. In his address, **Mr. Wilson had implied that equality for women would entail wage restraints for men.** This is in line with the latest contract agreement in Sweden that shifted some of the total wage increase to the low-paid workers regardless of sex. Male delegates, however, made it quite clear that this plan was totally unacceptable, in spite of the fact that the TUC now recognizes women as legitimate trade union members and has promised to support equal pay by strike action, if necessary, to achieve equality within the next two years.

The Government is committed also, by Mrs. Barbara Castle, Secretary of State for Employment and Productivity, to a five-year plan for the introduction of the statutory enforcement of equal pay for women. Government researchers have assured Mrs. Castle that to phase in equal pay over the next five years would raise the wages bill by no more than 5 per cent, the exact savings made by holding back incomes over the past four years. Conversely, the Confederation of British Industry has warned the Government that the equal pay issue must be delayed until the country is able to absorb the added cost.

Clive Jenkins, Head of the Association of Scientific, Technical and Managerial Staff, introduced an amendment to a general economic policy motion opposing Britain's entry into the Common Market. Mr. Jenkins argued that, in considering joining the European Economic Community, Britain was not counting the cost to the ordinary man, and that it had not concerned itself with the steep rise in food prices. He withdrew his amendment before it was defeated.

Other items of discussion before the Congress were: restructuring of the TUC General Council to provide better representation; expansion of services to trade unionists; continuation of the work of reshaping and realigning unions; increase of power through rule changes for resolving disputes, especially those of a jurisdictional nature; the growing problem of "labour-only subcontracting;" a minimum wage of £15 a week; the call for safety rules and the establishing of safety committees; the demand of the agricultural workers to have Raynaud's Phenomenon or "vibration syndrome" prescribed under the Industrial Injuries Act; establishment of a code in cases of mergers; and expansion of the Industrial Training Act.

The Congress did not go into the question of the growing number of wildcat strikes. The President of the conference, John Newton, referred to some of the grass roots problems, but attributed the general restlessness to industrial complexity or what he termed the "unnatural environment." He said he believed that many of the strikes were simply a protest against this environment, and he suggested that the penal solutions offered by the technocrats and academics indicated a lack of understanding of the basic problems of the worker.

After the smoke and fire of bitter words had cleared away, the TUC seemed once more on amiable terms with the Government, and ended its conference with a unanimous vote calling for support of it. Frank Cousins, the outgoing head of Britain's largest trade union, the Transport and General Workers' Union, said in his valedictory address that "if the political party wants to take advantage on the strength we have, they should learn to lean on us, not stand on us."

Victor Feather, in his first speech as General Secretary, urged delegates to forget about the dead and buried penal clauses of the Industrial Relations Bill, blot out thoughts of the recent Government-TUC confrontation, and get down to the TUC's own program for action.

Some of the TUC's observers believe that, despite comments by certain critics that the Congress is ineffectual and obsolescent, there are signs that the TUC and the trade union movement generally are maturing. They think that under the pragmatic and energetic new leader, Victor Feather, the TUC is gradually leaving its earlier philosophic stance, is putting its own house in order, and is taking positive action on a number of fronts. Even critics of the Congress have expressed surprise over the TUC's early successes in avoiding or settling unofficial strikes, but there is general belief among them that trade union excesses will continue, and can only be curbed through law. They believe, however, that it is now up to the TUC to prove that its almost religious faith in the voluntary tradition is essential to the movement, and that it is flexible and vigorous enough to meet and deal with the problems of the modern age.

Why wives want to work

The "dynamic, competitive, ambitious, new woman," is not to be found in large numbers among wives searching for meaningful work outside the home, according to a study made by Linda Bell, Research Officer for the Women's Bureau of the Ontario Department of Labour. Titled "Women Returning to the Labour Force," the study reveals that the typical woman seeking job self-fulfillment is 41 years old, has three children reaching high school age, has a slightly better than high school education, and some "rusty and out of date office skills." And, paradoxically, she suffers from a lack of self-confidence and an overly optimistic view of what she expects to contribute to the labour market.

More than 80 per cent of the 300 women interviewed at the Bureau's Careers Centre, ranging in age from 30 to 67, had completed their formal education before 1950, and 30 per cent had finished before 1940. Just over a quarter of them were university graduates, and a third had received some university education. Except for the traditional fields of nursing, teaching and secretarial science, none of the women had chosen education that was vocationally oriented, and that would qualify them for responsible positions in traditionally male occupations or in the new occupations, such as data processing.

The women had arrived at the Centre with no clear idea of the type of work that would correspond with their interests, skills and degree of commitment, nor were they aware of suitable and available training. Those who did have some idea of what they wanted to do mentioned the traditional female fields of work, such as teaching, social work and child care. These choices, the report stated, indicated that they were still particularly interested in the type of services that women used to do for relatives and neighbours, before the locus of these activities shifted into the labour force.

When asked to describe their reasons for returning to work, the women answered that they hoped to obtain one or more of the following objectives: extra income, an outside interest, a chance to be useful, a replacement for declining family duties, increased personal development, a new challenge, a preferred activity, companionship, and emotional therapy.

The women were asked to list any skills that they could offer to an employer. Seventy per cent were able to name at least one potentially marketable skill, such as typing, but this was usually qualified by the admission that it was too rusty for immediate use. Fifty-four per cent had "trained skills," including nursing, teaching and various kinds of laboratory research experience.

Overlapping these were the 45 per cent who claimed some degree of office skills, mostly typing; 25 per cent felt that they had social skills such as experience in working through others, skill in working with children, or public speaking experience; and 6 per cent claimed special competence in written work such as creative writing, speech writing or technical reports. Only six women mentioned other creative skills, such as art and clothing design. In almost all cases, the counsellor had no purely objective way to assess whether the individual was over- or underestimating her skills.

In addition to the skills that the clients were able to name, it could be inferred from their original level of educational attainment, and from their recent home and community activities, that they possessed an above-average capacity for learning, and a developed maturity that could lead to responsible employment.

The women had also a fairly high level of aspirations. The positions that attracted their interest tended to be those that carried professional or semi-professional status, and consequently required specialized training as well as a good general education. But they were usually reluctant to commit themselves to long-term, full-time, or expensive training courses; and many were unwilling or hesitant to accept full-time work assignments in the immediate future. These aspects of their motivation tended to delay their plans or lower their aspirations, but did not remove their strong, continuing desire for meaningful employment.

When directly questioned, only 17 per cent of the women listed lack of self-confidence as a hindrance in employment, but including all who mentioned any lack of confidence, the total was raised to 89 per cent.

Lack of sufficient realism was another serious obstacle that had its roots in inexperience and lack of information. **The women tended to overestimate the work hours, salary, and level of responsibility they were qualified to command; the kinds of educational programs they would be able to enter; the employer's ability to recognize undemonstrated latent abilities; and the value of work as an entertainment or universal problem solver.** Obversely, they tended to underestimate the amount of training or retraining they would need in order to reach their goals; the total amount of financial outlay that most training would require—for example housekeeper costs, transportation costs, tuition and other expenses; and the importance of health, stamina, ability to communicate in English, and good grooming. A few had even underrated their own qualifications by applying for work at very low levels.

The report concluded that women appear to be capable of a much greater contribution to the labour force than will be realized under present conditions. The majority of them entering the labour force today appear to be job hunting with little understanding of the labour market, little assistance from educational institutions, employment agencies or specialized counsellors, and without benefit of receptive attitudes on the part of employers and admissions officers. **As long as present general conditions prevail, the contribution of mature women to the world of work will not measure up to their capabilities.**



Wheel chair workers

A shortage of labour in Japan, and the holding of the 1964 Paralympic (the International Stoke Mandeville Games for the Paralyzed) in that country, between them led to full-time employment in an electronics plant for 38 physically handicapped workers. Chikaji Kimura, President of the Musashino Electronics Industrial Company Ltd., had been faced with a shortage of labour; but, at the Paralympics, he saw people in wheel chairs playing vigorously and strenuously. When he learned that most of the contestants were unemployed, he decided to tap this labour resource.

Mr. Kimura had invented and patented a unique method of cutting fine grooves on thin aluminum that led to new, sophisticated designs for television and stereo knobs and other exterior parts. He began his own business in 1962 with a capital of $28,000. Although paid-up capital has not been increased, the company has acquired some 60 additional technical devices that developed from this special grooving method.

"Because no one else can do the same job," said Mr. Kimura, "my business progressed smoothly with equitable profit. I came up against a difficulty around 1964, however, at which time the nation's labour shortage was aggravated. The Paralympics, held that year, enabled me to overcome the problem. All my friends scorned the idea of using these handicapped workers and told me to stop day-dreaming. They insisted that only the government or very big enterprises could provide handicapped people with jobs and then only on a sheltered employment basis. **Several industrial projects employing physically handicapped people had been launched in Japan after the 1964 Paralympics, but these were either wholly or partly sheltered.**

"The only encouragement I received came from Dr. Churyo Tomita, Director of the Hakone Sanatorium, the nation's oldest established and largest institution for people with spinal cord injuries. The sabre team from this institution had won second place in the Paralympics. This sanatorium had been operating for some 30 years a sheltered workshop producing bamboo articles, but it was being forced to close because the products, quite outmoded, could no longer find a market. Dr. Tomita showed me how hard his patients worked at this doomed shop. This made my decision firmer."

With the doctor's guidance, Mr. Kimura obtained about an acre of land about 2,000 feet up on the slope of Mount Fuji. Dr. Tomita selected the site, saying that it was good for the wheel chair workers' health. The land cost only a fraction of what it would in Tokyo. "The smooth sailing of the project seemed to be assured, but I was a bit premature in being quite so optimistic" recalls Mr. Kimura. "Various factors I had failed to reckon with arose.

"First, we accepted the requirement for an artistically designed factory building. Then Dr. Tomita and the architects told me that **wheel chair workers required three to four times as much working and living space as do the able-bodied, and that it was also imperative**

to build them housing and recreational facilities. The budget had to be revised many times. Belatedly, I realized that I had gambled on something no one ever had done before in Japan. If I lost out, I would certainly go bankrupt. Moreover, other business men would not consider undertaking a similar project for years to come," said Mr. Kimura.

Dr. Tomita's sanitorium supplied 42 male wheel chair workers who formerly belonged to quite different walks of life. Some 50 able-bodied workers, mostly teenage girls, were recruited from nearby farms. Official pay was set at $50 per month for everyone, which is lower than the usual wage paid in rural Japan. The Director explained why a disproportionate investment had to be made for equipment, and he promised to give the workers a raise when they had acquired skills.

At the doctor's insistence, the wheel chair workers' hours were set at six hours a day, six days a week. **After three months orientation, everyone was working an eight-hour day, and a six-day week. Absenteeism was nonexistent, and accidents were rare.** Unfortunately, some wheel chair workers began to develop ulcers because of poor sitting posture, and had to be returned to the sanitorium for one or two months treatment.

Mr. Kimura had stated at the outset: "I am a small businessman in this country. Constantly I must fight for survival. In carrying out this venture, I have never coddled or fussed over the wheel chair workers. They have been accepted as workers."

He discovered, after the operation had been working for eight months, that the problems with disabled workers were essentially the same as with the able-bodied. Tax and labour disputes in February closed operation for two months. Nevertheless, at the end of March 1968, the business showed, before tax, a profit of $55,000 and sales of $700,000. As he had promised at the inauguration, the manager gave a bonus to every worker. The workers in turn redoubled their efforts, and in July of the same year received another bonus. By October 1968, each worker was receiving an average of $75 a month which, considering the fringe benefits, is a good average wage in Japan.

At the end of the fiscal year, 1968-69, it is expected that the sales and profits will be at least 30 per cent higher, when regular amortization is taken into consideration. The factory manager has reported that he is satisfied with their performance. "They no longer develop ulcers, for they have learned how to maintain correct sitting posture at work. My personal wish is to hand over my position as manager to one of the wheel chair workers in the not-too-distant future."

The Musashino management was greatly pleased with the experiment, and so was the Ministry of Health and Welfare. As a result, in 1968, they gave the company a grant of $55,000 that will enable them to double the plant's capacity and hire at least 50 more wheel chair workers. Soon the semicircular building will take the shape of a full circle to accommodate the expanded, disabled-working labour force.

The Ministries of Labour and Transportation have granted a similar amount of money for the building of a second Musashino Factory at Shibukawa, about 100 miles northwest of Tokyo. This new enterprise, to be opened in 1969, will initially employ 40 men who are confined to wheel chairs as the result of traffic accidents.

Meanwhile, local authorities have told Mr. Kimura that he need not invest any more money in the expansion of housing facilities for his workers, because the top priority in the government's housing projects will go to his employees. Three of them have already moved into government-financed apartments, and they commute to the factory in automobiles they have bought from their savings plus company loans. All the wheel chair workers are being trained to drive automobiles. "The key to my success," says Mr. Kimura, "was my consistent treatment of them in the same manner as with able-bodied workers. In the beginning, some of them felt I was being harsh, and it took some time before they appreciated my real intention. During their long period of hospitalization, many had developed a sheltered complex. They now live with dignity and self-respect."

Price indexes

Consumer, October 1969

The consumer price index (1961 = 100) in October increased by 0.2 per cent to 126.8 from its September level of 126.6, and was 4.4 per cent higher than the October 1969 level of 121.4.

The food index declined by 0.5 per cent to 127.8 from 128.5. This latest seasonal decrease brought the food index back to its June level, despite a marked increase in the price of restaurant meals. Beef prices dropped 5.5 per cent and were about 13 per cent below the June peak, their lowest level since April. The price of pork rose 2.0 per cent, fish 3.5 per cent, and chicken 1.0 per cent. Among produce items, lower quotations for apples, onions, carrots and turnips outweighed marked increases for tomatoes and lettuce. Some basic food items that registered marginal declines were milk, bread, sugar and flour. Egg prices advanced 11 per cent, reflecting a seasonal increase. The October food index was 4.0 per cent above the October 1968 level, with the price of food consumed in the home having advanced by 3.4 per cent, and in restaurants by 8.1 per cent.

The housing index rose 0.6 per cent to 126.4 from 125.7. Home ownership costs moved up 1.1 per cent, reflecting increased mortgage interest rates and property taxes. Rents rose by 0.3 per cent. Higher prices for floor coverings and household supplies contributed to a 0.3 per cent increase in the household operation component.

The clothing index increased 0.7 per cent to 126.1 from 125.2. There was an advance of 1.2 per cent from women's wear reflecting marked increases in the prices of winter coats, suits and dresses. Children's wear moved up 1.6 per cent in response to higher prices on a number of items which were on sale in September. Men's wear and footwear prices increased 0.2 per cent; piece goods declined to the same extent.

The transportation index was unchanged at the September level of 120.9. Increased local transit fares in Windsor, and higher taxi fares in Ottawa, were offset by seasonally lower intercity train and bus fares.

The health and personal care index advanced 0.8 per cent to 136.1 from 135.0. Increases in doctors', dentists' and optometrists' fees in provinces so far without federally approved medicare plans, accounted for most of the rise in this component. (Weights for doctors' fees, optical care, and prepaid medical care have been modified to reflect, at the national level, price movement in only those provinces in which federally approved medicare plans are not operative.)

The recreation and reading index moved up 0.1 per cent to 128.1 from 128.0. Higher prices for radios and sporting events admissions in several cities were chiefly responsible for the increase. The tobacco and alcohol component remained unchanged at its September level of 126.4.

Group indexes a year ago in October were: food 122.9; housing (shelter and household operation) 120.3; clothing 122.8; transportation 114.9; health and personal care 129.0; recreation and reading 121.4; tobacco and alcohol 121.3.

City consumer, October 1969

Between September and October, consumer price indexes declined fractionally in nine of the 10 regional cities and city combinations for which separate indexes are produced. The Ottawa index, which rose 0.6 per cent, was the only exception, with declines ranging from 0.1 per cent to 0.4 per cent in other cities.

Most of the declines were accounted for by seasonally lower food prices, especially in the Prairie cities where, in September, they had advanced in contrast to declines elsewhere. Transportation prices were lower in most cities. Housing indexes rose in all cities, reflecting higher shelter costs across the country. Clothing prices moved up in most cities. Health and personal care indexes rose also—mainly because of higher professional fees. Health and personal care indexes reflect the movement of doctors' fees and prepaid medical care only in those provinces in which federally approved medicare plans are

not operative. Indexes for recreation and reading registered a mixture of minor advances and declines, and those for tobacco and alcohol were unchanged from the preceding month.

Regional consumer price index point changes between September and October were: Saskatoon-Regina –.7 to 120.5; Winnipeg –.5 to 124.2; Edmonton-Calgary –.5 to 122.5; St. John's –.4 to 119.9; Saint John –.4 to 121.1; Vancouver –.3 to 119.2; Toronto –.2 to 125.3; Halifax –.1 to 121.1; Montreal –.1 to 122.0; Ottawa +.8 to 124.7.

Wholesale, September 1969

The general wholesale index (1935-39 = 100) rose 0.4 per cent in September to 283.4 from the August index of 282.4, and was 4.3 per cent higher than the September 1968 index of 271.6. Four of the eight major group indexes were higher, and four declined.

The non-ferrous metals products group index moved up 3.3 per cent to 272.6 from 264.0 on higher prices for copper and its products, domestic zinc and silver. An increase of 0.9 per cent to 387.5 from 383.9 in the wood products group index reflected price increases for cedar and fir. Increases of 0.2 per cent occurred in two major group indexes, iron products to 285.8 from 285.2 and chemical products to 221.3 from 220.8.

The vegetable products group index moved down 0.6 per cent to 235.6 from 237.1 on lower prices for potatoes, grains, and sugar and its products. The animal products group index declined 0.3 per cent to 327.8 from 328.8 on price decreases for livestock, fishery products and fresh meats. A decrease of 0.3 per cent to 210.2 from 210.8 in the non-metallic minerals products group index reflected lower prices for sulphur and petroleum products. The textile products group index declined slightly to 256.8 from 256.9.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 1.7 per cent to 265.2 from 269.7 in the three-week period October 3 to October 24. The animal products index dropped 2.3 per cent to 349.2 from 357.3, and the field products index declined 0.5 per cent to 181.2 from 182.1.

U.S. consumer, October, 1969

The U.S. consumer price index (1957-59 = 100) rose 0.4 per cent in October to 129.8. The increase was less rapid than the 0.5 per cent increase in September, and since midyear, the rate of increase had levelled off. The advance over September was mainly due to higher prices on new and used cars, apparel, and most kinds of consumer services. This was partly offset by a seasonal decline in food prices. Among the major price increases were: 0.8 per cent in home purchases; 1 per cent in restaurant meals; 1.3 per cent in women's apparel; 3.6 per cent in used cars; and 4.7 per cent in new cars.

British retail, August 1969

The British general index of retail prices (January 16, 1962 = 100) was 131.8 at August 19, compared with 132.1 at July 22, and 125.7 at August 20, 1968. The decrease was due mainly to a temporary reduction in the price of milk, and reductions—largely seasonal—in the price of tomatoes, fresh vegetables and fresh fruit. The description "general" index of retail prices is used to differentiate the two new indices for pensioner households.

The index measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in Britain, including practically all wage earners and most small- and medium-salary earners.

The index for foods, the prices of which are affected by seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 131.7 compared with 138.3 in July. The index for all other items of food was 130.5, compared with 132.0 in July.

In the housing group, the principal change was a rise in the average level of rents of unfurnished dwellings. The index for this group was 147.5 compared with 147.1 in July.

In the clothing and footwear group, increases in the prices of many items caused the index for the group as a whole to rise by .5 per cent to 118.2, compared with 117.6 in July.

Unemployment insurance report for August

There were 268,000 claimants registered for unemployment insurance benefit on August 29. This represented a decrease of 11,000 from the 279,000 registered at the end of July. There was little change from the 270,000 at the end of August 1968.

Males accounted for over 80 per cent of the decrease from July 31. A reduction of 17,000 in new claimants—namely, those in the one to four weeks-on-claim category—was divided almost equally between males and females. Females accounted for all of the 6,000 increase in the number on claim for five weeks or more.

Compared with the end of August 1968, the count of male claimants remained unchanged, while the number of females decreased by 2,500.

During the month of August, a total of 87,000 initial and renewal claims were filed in local offices across Canada. Although there was practically no change from the volume of claims filed during August of last year, the claim load was 28 per cent less than the 121,000 filed during July.

The average weekly estimate of beneficiaries was 219,000 for August, 156,000 for July and 195,000 for August 1968. Benefit payments for these three periods were $27.7 million, $24.8 million and $26.2 million; average weekly payments were $31.73, $31.83 and $25.81.

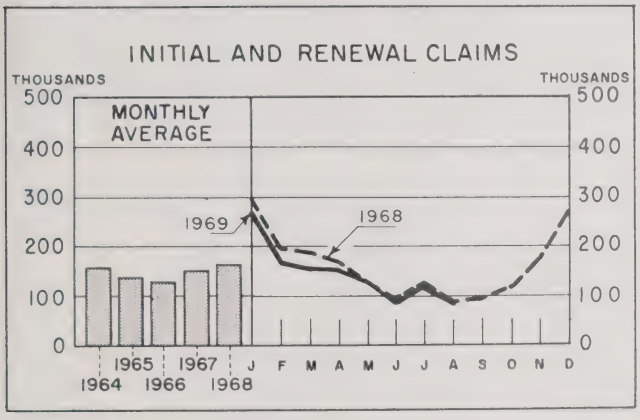
The general decrease of 11,000 claimants since the end of July coincides with the change that occurred in Ontario. An increase of 6,000 claimants in Quebec was offset by decreases in the Atlantic, Prairie and Pacific Regions.

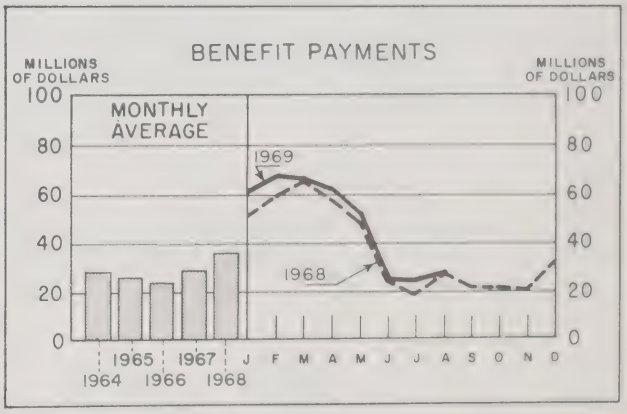
Changes in the claimant count were not uniform when compared with the count at August 30, 1968. The Atlantic provinces (with the exception of Prince Edward Island), Quebec and Ontario recorded increases; of the four western provinces, only Saskatchewan did not record fewer claimants this year. A substantial reduction occurred in British Columbia.

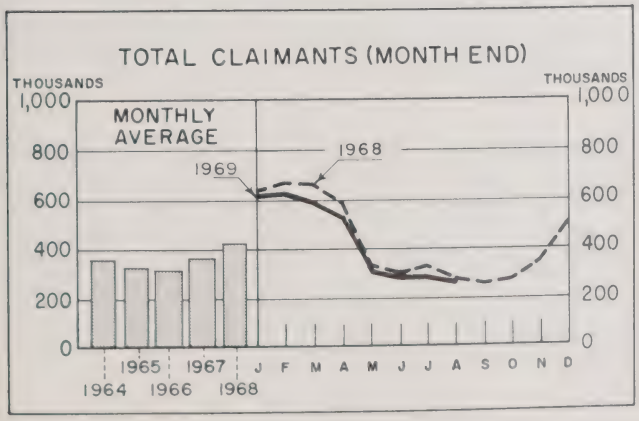
Summary Table

Activity	August 1969	July 1969	August 1968	Cumulative Data: January to August 1969	Cumulative Data: 12 months ending August 1969
			(in thousands)		
Insured population at end of month	—	5,633	5,387	—	—
Initial and renewal claims filed:					
Total	87	121	89†	1,174†	1,830†
Initial	64	85	62†	901†	1,381†
Renewal	23	36	27†	274†	449†
Claimants currently reporting to local offices	268	279	270	437*	404*
Beneficiaries (weekly average)	219	156	195	370*	312*
Weeks compensated	875	779	1,015	12,398	15,775
Benefit paid	$27,745	$24,787	$26,202	$388,842	$481,869
Average weekly benefit	$31.73	$31.83	$25.81	$31.36	$30.55

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.







Certification before the CLRB

The Canada Labour Relations Board met for three days during October, at which time it granted six applications for certification, rejected four, and allowed the withdrawal of two. It granted one application for revocation of certification and ten requests for review of earlier decisions. During the month, it received thirteen applications for certification and one application for revocation of certification.

Applications for certification granted

United Radio and Television Workers Union, Local 291 (CLC), on behalf of a unit of employees of C.K.A.C. Limitée, Montreal, Que. (L. G., Oct. 1969, p. 612).

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union 488, on behalf of a unit of employees of Stearns-Roger Canada Ltd., Calgary, Alta., employed in the Norman Wells area of the Northwest Territories (L. G., Oct. 1969, p. 613).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Messabec Limitée, Montreal, Que. (L. G., Dec. 1969, p. 757).

International Union of Operating Engineers, Local 115, on behalf of a unit of personnel at Whitehorse, Y.T., employed by Pacific Terex Limited, Vancouver, B.C. (L. G., Dec. 1969, p. 757).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers employed by Maroney's Express Limited, St. Catharines, Ont. (L. G., Dec. 1969, p. 757).

National Council of Canadian Labour, Local 214, on behalf of a unit of drivers employed by Queensway Tank Lines Limited, Chesterville, Ont. (L. G., Dec. 1969, p. 757).

Applications for certification rejected

Labourers' International Union of North America, Local 183, applicant, Agnew Lake Mines Limited, Toronto, Ont., respondent (uranium mine operations, Hyman Township, Ont.), and United Steelworkers of America, intervener (L. G., Oct. 1969, p. 611). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board. (See also Item 2, below).

United Steelworkers of America, applicant, Agnew Lake Mines Limited, Toronto, Ont., respondent (uranium mine operations, Hyman Township, Ont.), and Labourers' International Union of North America, Local 183, intervener (L. G., Oct. 1969, p. 611). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board (See also Item 1, above).

General Drivers, Warehousemen & Helpers, Local Union 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Merit Transport Limited, St. Boniface, Man., respondent (L. G., Sept. 1969, p. 531). The application was rejected because the Board found that the respondent and the employees are not engaged in an undertaking to which the Act applies.

Seafarers' International Union of Canada, applicant, Orléans Navigation Inc., St. Laurent, Île d'Orléans, Que., respondent (unlicensed personnel), and International Union of District 50, United Mine Workers of America, intervener (L. G., Oct. 1969, p. 613). The representation vote ordered by the Board was cancelled following a request by the applicant for permission to withdraw, and the application was rejected.

Applications for certification withdrawn

Letter Carriers' Union of Canada, applicant, and Jessiman Bros. Cartage Ltd., St. James, Man., respondent (L. G., Nov. 1969, p. 683).

Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, applicant, and Balfour, Guthrie (Canada) Ltd., Vancouver, B.C., respondent (L. G., Nov. 1969, p. 683).

Application for revocation granted

The Board granted an application made by Michael Barbetta and Theodore Ewanika, et al., for revocation of an Order issued December 12, 1956, certifying the International Association of Machinists (now the International Association of Machinists and Aerospace Workers) as the bargaining agent of a unit of crew schedulers and crew clerks employed by Trans Canada Air Lines (now Air Canada). The application for revocation was granted following a representation vote of the employees affected (L. G., Nov. 1969, p. 683).

Requests for review

Under Section 61 (2) of the Act the Board granted 10 requests for review made by the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees. In each case the Board substituted the present name of the union for the name by which it was certified in earlier decisions by the Board (L. G., Dec. 1969, p. 757). The requests involved units of employees employed on the following Railway Lines:

Canadian Pacific Railway Company, Montreal, Que. (line and cable employees); Canadian Pacific Railway Company, Montreal, Que. (caretaker agents); Canadian Pacific Railway Company, Montreal, Que. (operators, dispatchers, agents); Canadian National Railways, Montreal, Que. (telecommunications, line and cable employees); Canadian National Railways, Montreal, Que. (agents, operators, etc., mainland); Canadian National Railways, Montreal, Que. (agents, operators, etc., Newfoundland); Canadian Pacific Airlines, Limited, Vancouver International Airport, B.C. (dispatchers, etc.); Northern Alberta Railways Company, Edmonton, Alta. (commercial telegraphers); Napierville Junction Railway Company, Montreal, Que. (agents, operators); Ontario Northland Railway, North Bay, Ont. (dispatchers, operators, linemen, etc.).

Application for certification received

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of air hostesses employed by B.C. Air Lines Limited, Vancouver International Airport, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Seafarers' International Union of Canada (Syndicat International des Marins Canadiens) on behalf of a unit of unlicensed personnel employed by D'Auteuil Lumber, and J. Grenier, Quebec, Que. (Investigating Officer: S. T. Payne).

Public Service Alliance of Canada, on behalf of a unit of employees of The National Battlefields Commission, Quebec, Que. (Investigating Officer: S. T. Payne).

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, on behalf of a unit of production assistants employed by Bushnell Communications Ltd., CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, on behalf of a unit of news department employees employed by Bushnell Communications Ltd., CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of restaurant employees at Port aux Basques, Nfld., employed by Canadian National Railways, Montreal, Que. (Investigating Officer: W. J. Gillies).

Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Vanmarnel Construction Co. Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Canadian Union of Public Employees, on behalf of a unit of mail transport drivers employed by Transol Inc., Quebec, Que. (Investigating Officer: S. T. Payne).

Canadian Merchant Service Guild, Western Branch, on behalf of a unit of personnel employed by Pacific Hovercraft Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

Directors Guild of America, Inc., on behalf of a unit of television director/producers and stage managers employed by Western Ontario Broadcasting Company, Ltd., Windsor, Ont. (Investigating Officer: H. A. Fisher).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Direct Motor Express (Quebec) Ltd., Dorval, Que. (Investigating Officer: G. R. Doucet).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of information program producers employed at Toronto by the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: G. A. Plante).

Syndicat National de la Meunerie Maple Leaf Limitée (CSN) on behalf of a unit of employees of Maple Leaf Mills Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

Application for revocation received

Robert Dimmer, et al., applicants, Richardson Transport Ltd., Calgary, Alta., respondent company, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The applicants seek leave and make application for revocation of the Board's order of July 15, 1969, certifying the respondent union as the bargaining agent of a unit of drivers employed by the respondent company (L. G., Oct. 1969, p. 610).

Conciliation before the minister of labour

During October the Minister of Labour appointed conciliation officers to deal with the following disputes:

Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

Canadian Helicopter Overhauls Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. S. Tysoe—reassigned to R. Nat Gray).

Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. S. Tysoe—reassigned to R. Nat Gray).

Westmount Moving and Storage Limited, Montreal, Que., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne).

Camirand Cartage Limited, Ville St-Pierre, Que., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (Conciliation Officer: C. A. Ogden).

Pacific Western Airlines Limited, Vancouver International Airport, B.C., and Canadian Air Line Flight Attendants Association (Conciliation Officer: A. A. Franklin—reassigned to R. Nat Gray).

Wm. C. Norris Limited (Toronto Terminal), and General Truck Drivers, Local 938 (Conciliation Officer: T. B. McRae).

West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. A. Ogden).

Empire Shipping Company Limited, Vancouver, B.C., and the Vancouver Harbour Employees' Association, Local 517, ILWU (Conciliation Officer: D. H. Cameron).

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

La Télévision de Québec (Canada) Ltée., Ste. Foy, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers

Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (See above).

Atomic Energy of Canada Limited, Chalk River, Ont., and the Chalk River Technicians and Technologists, Local 1568, CLC (Conciliation Officer: K. Hulse) (L. G., Nov. 1969, p. 680).

Transport Frontenac Ltée., Quebec, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (L. G., March 1969, p. 176).

Conciliation boards appointed

Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Sept. 1969, p. 532).

Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (L. G., Dec. 1969, p. 754).

B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Merchant Service Guild (L. G., Nov. 1969, p. 680).

Settlements by conciliation boards

Atomic Energy of Canada Limited, Chalk River, Ont., and Atomic Energy Allied Council, AFL-CIO (L. G., Oct. 1969, p. 608).

Atomic Energy of Canada Limited (Commercial Products Division) Ottawa, Ont., and The Ottawa Atomic Workers Union, Local 1541, CLC (L. G., Nov. 1969, p. 681).

Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645 (L. G., Nov. 1969, p. 681).

Decisions of the umpire

CUB 2833—A bellboy, aged 20, filed an application for benefit stating that, before he was laid off, he was employed at a hotel from November 1966 to July 8, 1967. He added that he was ready and able to work immediately, but that he could not accept full-time work. "Only after 3.45 p.m. and weekends," he explained.

He stated on a Trainee (Student) Questionnaire that he had started an industrial course at a secondary school, that the course was scheduled to end on June 19, 1968, and that he was paying tuition fees of $150.

The bellboy explained in a letter that, under normal circumstances, he would gladly accept work, but that, as his time after school was spent doing homework and studying, his grades would be adversely affected if this practice was removed. The insurance officer notified the claimant that he was disqualified from receiving benefit from December 3, 1967, because he had failed to prove that he was available for work under the terms of the Unemployment Insurance Act.

In his appeal to the board of referees, the claimant reported that, because of a misunderstanding, he had said that he was not available for employment in the day time, but that he was able to work from 4.00 p.m. to 12.00 midnight, as his classes finished at 3.15 p.m. He was present when the board of referees heard the case, and he affirmed that he could not accept employment during the hours he attended school. When asked, he admitted that, since starting the course, he had not attempted to obtain permanent nighttime employment. The board was unanimous in dismissing the appeal.

Two months later, the claimant requested leave to appeal to the umpire on the grounds that he had always worked the 4.30 p.m. to 12.00 p.m. shift, so as to not interfere with his schooling, and that he was still available for steady work at the same hours. His request was denied.

The insurance office next wrote to the claimant, asking him to list all the employers he had worked for on the evening shift since he entered the labour market, including the name of the employer, the dates worked and the hours of the shift. The claimant was asked also to list the courses he had taken since the age of sixteen, to show the dates of each course and the hours of attendance, and to supply the names and addresses of employers and the approximate date he applied for work for each since September 1967.

The claimant promptly supplied a list of the places he had worked full time after school since the age of 16. But he could not remember the exact times of the shifts he worked. And he was vague about the places where he had worked since September 1967.

The Canada Manpower Centre notified the unemployment insurance office that when the claimant filed his original application for employment on February 2, 1968, he told them that he had been looking for work on his own for quite some time, and that he was interviewed on three successive occasions, approximately a month apart. Telephone inquiries could possibly have been made by the claimant, the Centre reported, but the dates would not necessarily have been recorded on his card. The claimant had been referred to hotel employment as a bellboy, but he had not been hired, as the management had already selected someone else.

The Centre stated further that the claimant had had a good employment history and a suitable occupation for evening work, that he had stated on his application form that he was available for full-time work between 4 p.m. and 12 a.m., and that the fact that he was attending school full time would not have deterred the Centre from referring him to employment.

The board of referees again heard the case in the presence of the claimant, and after a lengthy discussion with him, came to the unanimous conclusion that no change in the earlier decision was warranted. The claimant told the board that he had completed his school term and that he was available for any regular full-time employment. The board then unanimously ended the indefinite disqualification that had been imposed on the claimant since December 3, 1967, and granted him leave to appeal to the umpire.

In his summary, the umpire pointed out that two boards had reached the unanimous conclusion that the bellboy had not produced strong enough evidence to show that he was really looking for work during the period for which he sought benefit. "The claimant," he said, "has produced no further evidence to me, and I do not feel I should override the decisions of the boards, which had the benefit of seeing the claimant and of lengthy discussion with him. Consequently I must dismiss the appeal."

General topics

Employment review, Oct.

Employment declined 19,000 to 7,828,000 between September and October, but the labour force, at 8,142,000, showed an increase of 16,000. Unemployment increased more than seasonally, rising by 35,000 to 314,000; seasonally adjusted, the unemployment rate in October was 5.3 per cent. Compared with a year ago, the labour force increased by 147,000, or 1.8 per cent; unemployment rose by 121,000 or 1.6 per cent; and there were 26,000 more unemployed persons.

Between September and October, the largest employment gains in non-farm industries were: community, business and personal service, 34,000; and trade, 20,000. Employment in construction declined by 26,000, and there was a decrease of 17,000 in the number of persons employed in transportation, communication and other utilities. The seasonal decline in farm employment, 33,000, more than offset the small increase in non-farm employment.

Compared with a year earlier, farm employment declined by 29,000. Employment in community, business and personal service advanced by 76,000. Smaller annual increases took place in: manufacturing 60,000; finance, insurance, and real estate, 38,000; and transportation, communication and other utilities, 20,000. There were decreases in public administration, 20,000, and construction, 15,000.

Regionally, the largest relative annual increase took place in British Columbia, 6.9 per cent. This compared with gains of 1.5 per cent in Ontario and the Atlantic region, and 1.3 per cent in Quebec. Employment in the Prairie region showed little change.

Unemployment, at 314,000, was 35,000 higher than in September and 26,000 higher than a year ago. The largest regional increases were in Quebec, 11,000 and the Prairies, 10,000. In Quebec, unemployment was 22,000 higher than last year.

Of the total unemployed in October, 114,000, or 36 per cent, had been unemployed for less than one month, 36 per cent for one to three months, and 28 per cent for four months or more. Unemployment in October represented 3.9 per cent of the labour force, compared with 3.6 per cent in October, and 3.3 per cent in October 1967.

U.S. employment review

Unemployment declined slightly to 3.9 per cent in October from a high of 4 per cent in September. There was an estimated total of 2,839,000 persons out of work in October. The number of persons out of work for 15 weeks or longer remained at 329,000, little changed from September or October a year ago. The growth of jobs has averaged 93,000 a month since June, compared with 234,000 a month from October 1968 to June 1969. Since June, manufacturing employment has shown no growth at all, though jobs in factories account for only a quarter of the total.

Wage schedules—September

During September, the Department of Labour prepared 283 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 254 contracts in these categories were awarded. In addition, 279 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the Departments of Fisheries and Forestry, Post Office, Public Works, Supply and Services, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in September for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	$ 78,000.00
Post Office	18	$345,795.70
Supply & Services	74	$827,168.00

During September, the sum of $2,343.25 was collected from four contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 18 workers concerned.

Unemployment insurance fund

During September, 1969, 31,835 investigations were completed across Canada. Of these, 16,472 were on-premises investigations, 2,684 were selective investigations and 18 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 426 formal investigations and 12,235 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,253. Prosecutions were commenced in 155 cases, 154 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in September totalled $54,322,861.31 compared with $52,517,666.11 in August and $52,618,682.60 in September 1968. Benefits paid in September totalled $24,008,143.13 compared with $27,745,071.74 in August and $20,760,907.69 in September 1968. The balance in the Fund on September 30, 1969 was $468,864,251.08 compared with $438,549,532.90 at the end of August and $341,490,192.56 on September 30, 1968.

The ILO in Canada

One of the observers at the National Tripartite Conference in Ottawa was Jean de Givry of France. Mr. de Givry, who is Chief of the Social Institutions Development Department of the International Labour Organization, recently reminisced about his stay in Montreal in 1946 at the temporary wartime headquarters of the ILO. He found his five-month stay enjoyable, but too short—and on his return to Geneva, he was saddled with 70 suitcases.

They weren't full of food for friends in Europe who were still under restrictions. They were full of "documents that had been entrusted to me for the session of the Governing Body. More than 20 years later, I can still picture myself on the docks of New York and Cherbourg, counting and recounting my 70 suitcases," said Mr. de Givry.

Another official who spent some time at the wartime headquarters in Montreal was the ILO's Legal Adviser, Francis Wolf. Mr. Wolf fondly remembers the bitterly cold winters and the scorching summers in Montreal, and trips in both seasons through the Laurentians. It was in Montreal in 1941, that the first edition of the International Labour Code was published, and where the Philadelphia Conference of 1944 was organized, Mr. Wolf says.

As Sir Guildhaume Myrddin-Evans, President of the ILO Governing Body at that time, said later: "It was from Montreal that the ILO kept on sending to the peoples throughout the world its message of faith and hope in the future."

January credits

Readers of the following regular features will find it interesting to note that:

Wheel chair Workers, p. 50, was submitted by the Manpower Utilization Branch of the Department of Manpower and Immigration.

Unemployment Insurance Report, p. 54, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Labour Legislation in 1968-69, Part 2 and 3, p. 38, was prepared by the Legislation Branch of the Department of Labour.

Certification Before the CLRB, p. 56, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the Administrative agency.

Conciliation Before the Minister of Labour, p. 58, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour, and the Conciliation and Arbitration Branch of the Department.

Part-time employment for older workers, p. 35, was submitted by the Section on Older Workers, Manpower Utilization Branch of the Department of Manpower and Immigration.

Photos. NFB: Cover, p. 26, 29, 37, 41, 43, 49. Murray MacGowan: p. 2, 4, 30, 31, 32, 33, 34, 69. Murray Mosher—Photo Features: p. 3, 5, 9, 15, 16, 17, 18, 20, 21. Public Archives: p. 13. Vancouver Province: p. 28. CNR: p. 64, 66.

From the women's bureau

Labour force components

Through women in labour
Life keeps on its course;
But mothers don't count
In the labour force!

Public service fringe benefit

Maternity leave
Is a right, so they say;
But only the men
Get that right with full pay!



Railway arbitration

Eight disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on September 9, 1969. Grievances were dismissed in six cases, and two others were allowed.

Case No. 165. Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim that the company declined to pay the difference between straight time and time and one half.

A labourer was temporarily assigned to the position of issuer, and he worked the position for 12 days with four restdays. Then he resumed his regular position. He was paid for the work at the straight-time rate for an issuer, but the union asked that he be paid the difference between straight time and time and one half for time worked on two days and straight time for one day that was a restday under the new assignment.

The labourer's normal restdays were Saturday and Sunday, but as an issuer, his restdays were to be Sunday and Monday. And he claimed payment at overtime rates for the first Saturday he worked as an issuer, because it was his restday under his old schedule. The arbitrator agreed that the labourer should be paid the difference between the straight time and time and one half at the issuer's rate for that day, but found no justification for the other claims, as the labourer had been assigned to a new schedule and had different restdays.

Case No. 166. Dispute between the Canadian Pacific Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express, and Station Employees over claims by mileage-rated drivers.

Two drivers were assigned to a trip with a return distance of 360 miles. On one trip, because of weather conditions, they had to travel an extra 104 miles to pick up their return loads. Their normal return time was at 6 a.m., but on this day they returned at 6.30 p.m. having taken an eight-hour rest period. On their return, they were told by the company that they could not cover their regular route that night because they had not had the minimum eight-hour rest period between assignments, as required under company regulations. The union contended that employees should be given 48 hours notice of layoff, as stated by an article in the collective agreement.

But the arbitrator said that this article did not apply in this case, as there was no staff reduction. He found that the company rule for a rest period was a reasonable one, and he dismissed the grievance.

Case No. 167. Dispute between Canadian National Railways and the United Transportation Union over payment claims by two brakemen.

A train crew that was bulletined to operate from Sarnia to Fort Erie, with Sarnia as the designated home terminal, was operated from Sarnia to Niagara Falls through Fort Erie. Two brakemen assigned to the spare board at Fort Erie submitted claims for loss of earnings in the amount of 100 straight-time miles, and 75 overtime miles on the grounds that the company violated an article of the collective agreement.

The union contended that the train completed its assignment when it reached Fort Erie, and that the grievors were entitled to be called for the run to Niagara Falls, because this constituted an extra train. But the arbitrator said that the train did not become an extra train after leaving Fort Erie. There were temporary changes, he said, but there was no violation of the agreement and no necessity to use the spare board at Fort Erie. He dismissed the grievance.

Case No. 168. Dispute between Canadian National Railways and the United Transportation Union over discipline assessed to a conductor and a brakeman.

Two trains collided, an investigation was held, and a conductor and a brakeman were suspended for six months. The union asked that discipline be removed and that the employees be compensated on the grounds that discipline was too severe, and that the company had violated an article in the agreement reading "decision will be rendered within 15 days from the date investigation is held."

The men were suspended because, during the investigation, the company found that there was a failure to communicate between yards as outlined in railway instructions. The men did not comply with the instructions. Because of injuries, two employees were not able to give statements until almost seven weeks after the accident. This meant that notice of discipline was given to the men two months after the accident. And because some evidence was not available, the inquiry was not completed until nearly two months after the accident. The arbitrator concluded that there was no violation of the article, because some evidence simply was "not available at the time when the employee himself was questioned."

On the second point, the arbitrator said that the conductor must bear prime responsibility. He said that the six-month suspension for the conductor was severe, but he dismissed the conductor's grievance. In the case of the brakeman, he contended that "no more than a three-months suspension would have been proper." He asked that the brakeman be compensated accordingly.

Case No. 169. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport, and General Workers over the discharging of an employee.

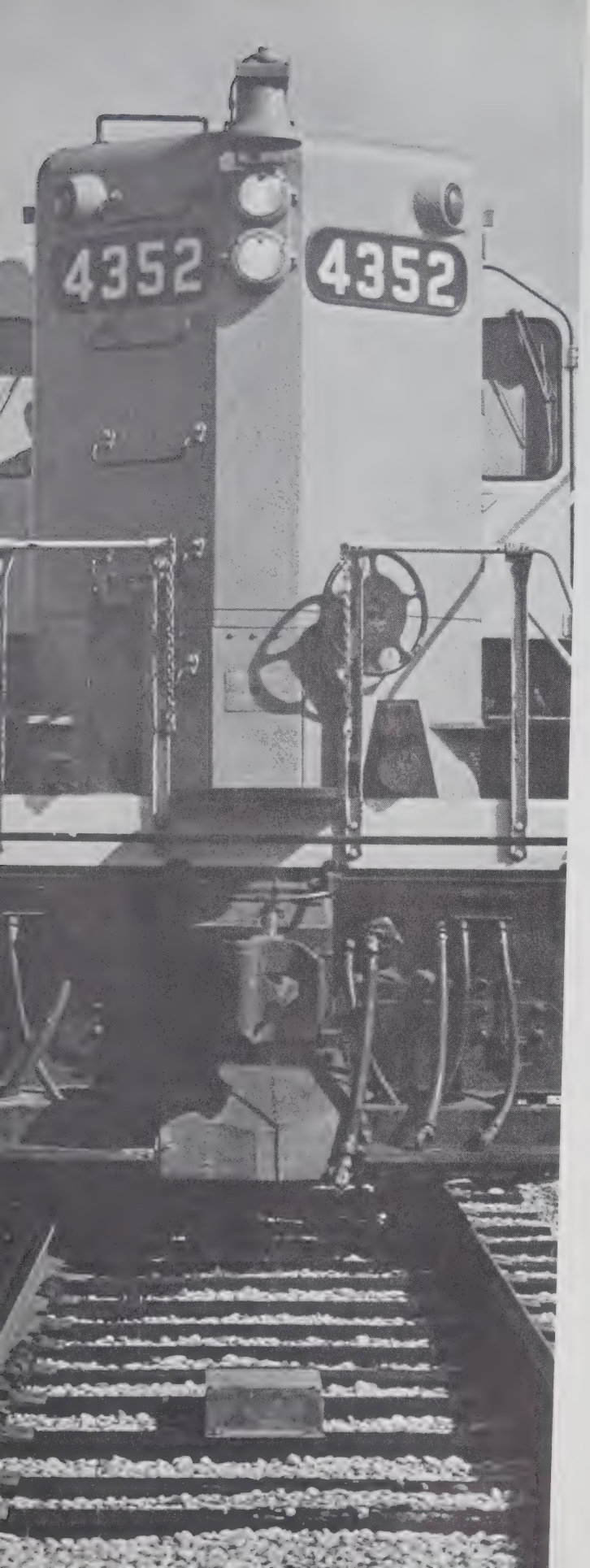
A fireman on a ship was told to report for duty on August 1, 1967. He didn't report, and on August 29, he was assessed 20 demerit marks. He did not report on September 1, and on September 21 he was instructed to report. He failed again to report, and the company showed him as resigned without notice, in accordance with an article in the agreement. The union said that this article did not apply.

The article states that employees who "fail to report for duty at the time and place ordered without just reason will be considered as having resigned without notice." The arbitrator found that the fireman had failed to report for three tours of duty and gave no reason for his failure to report. He dismissed the grievance.

Case No. 170. Dispute between Canadian National Railways and the Brotherhood of Locomotive Engineers over holiday pay to be paid in addition to the monthly guarantee.

During November and December, 1967, an engineer was on an assigned run that produced less in earnings than 3,000 miles a month as provided in the collective agreement. The assignment did not operate on Remembrance Day or Christmas Day. In the two months, the engineer's earnings were less than the amount payable for 3,000 miles, the amount of his monthly guarantee. In calculating his earnings, the company included the amount allowed for the two holidays.

But the engineer submitted claims for 204 and 128 miles for holiday pay over and above his monthly guarantee. The company declined these claims. The union argued that the engineer would lose the benefit of the holiday pay unless he received both it and the guarantee. But the arbitrator said that the intent of a guarantee is to ensure that an employee will not be paid less than the equivalent of 3,000 miles. So, in calculating earnings, and



to bring an employee up to that level of earnings, i is necessary to total miles run and other payments in lieu of earnings. This had been done, the arbitrator said so he dismissed the grievance.

Case No. 171. An ex parte dispute between the Canadian Pacific Railway Company and the United Transportation Union over the interpretation and application of an article in the collective agreement.

A steward was out of service for 17 days. A reduction of only 40 hours was made in the 520-hour, straight-time averaging period used as a basis for overtime calculations with respect to the 13-week averaging period. The union contended that there should have been a reduction of 80 hours. The article in the agreement specified that the 520 hours are to be reduced by 40 hours for each calendar week that an employee is out of service.

In this case, part of the 17 days out of service was in one 13-week averaging period and the rest was in the following averaging period. And each averaging period is considered a distinct period of time. The arbitrator found that, during the steward's time off, including layovers, there was only one calendar week. In Case No. 172, the arbitrator defined a calendar week as "a seven-day period commencing on a Sunday." Therefore, the steward was entitled to a deduction of only 40 hours. The grievance was dismissed.

Case No. 172. An ex parte dispute between the Canadian Pacific Railway Company and the United Transportation Union over not reducing the straight-time averaging period of an employee who was out of service.

A waiter was out of service for eight days and then nine days during a two-month period. His 520-hour, straight-time averaging period was not reduced. And he wanted a deduction of 40 hours.

The arbitrator found that the waiter was not out of service for a calendar week (see Case No. 171) on either occasion, and he said that an article in the collective agreement clearly specifies a calendar week. Because the evidence did not show that the waiter was off service for a calendar week, he dismissed the grievance.

Publications in the library

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

List No. 250

Automation

■ **No. 1—National Industrial Conference Board.** Computer support for marketing; progress report; a survey by Earl L. Bailey. New York, 1969. 34 p.

■ **No. 2—New York (State). Department of Labor. Division of Research and Statistics.** Manpower impacts of electronic data processing. [New York] State of New York, Dept. of Labor [1968] 117 p.

■ **No. 3—New York (State). Department of Labor. Division of Research and Statistics.** Manpower impacts of industrial technology. [New York] State of New York, Dept. of Labor [1969] 96 p.

■ **No. 4—Rose, John.** Automation: its anatomy and physiology. Edinburgh, London, Oliver & Boyd, 1967. vii, 144 p.

■ **No. 5—Rose, John.** Automation: its uses and consequences. Edinburgh, London, Oliver & Boyd, 1967. vii, 123 p.

Business

■ **No. 6—National Industrial Conference Board.** Organizing and managing the corporate financial function, by Edwin P. Harkins. New York, c1969. 56 p. Its Studies in business policy, no. 129. "... Describes and catalogs the functions of headquarters financial management in business today and examines the division of these functions among various corporate executives." Includes a description of the organization of financial management departments in some companies and the relationship of these departments to other company departments.

■ **No. 7—National Industrial Conference Board. Canadian Office.** Investment outlook in Canada; [report of an] Economic Forum held by the Conference Board in Toronto on April 15, 1969. Montreal, 1969. [125] p.

Conferences

■ **No. 8—Constitutional Conference, Ottawa, 1969.** Proceedings, second meeting, Ottawa, February 10-12, 1969. Ottawa, Queen's Printer, 1969. vi, 405 p. Rt. Hon. Pierre E. Trudeau, chairman. English and French, the latter inverted with separate t.p.

■ **No. 9—International Labour Conference. 52nd, Geneva, 1968.** Record of Proceedings. Geneva, International Labour Office, 1969. 740 p.

Economics

■ **No. 10—Fromm, Gary.** Policy simulations with an econometric model [by] Gary Fromm [and] Paul Taubman. Washington, Brookings Institution [1968] xiv, 179 p.

■ **No. 11—Samuelson, Paul Anthony.** Economics: an introductory analysis [by] Paul A. Samuelson [and] Anthony Scott. 2nd Canadian ed. Toronto, New York, McGraw-Hill Co. of Canada [1968] 945 p.

Employees—Training

■ **No. 12—Organization for Economic Co-operation and Development.** The discovery method; an international experiment in retraining [by] R. M. Belbin. Paris, 1969. 85 p. Its Employment of older workers, 6.

■ **No. 13—Organization for Economic Co-operation and Development.** Measures of adjustment of rural manpower to industrial work and urban areas. Paris, 1968. 111 p. Its Labour mobility [series] 8.

■ **No. 14—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; training and retraining provisions. Washington, GPO, 1969. 39 p. Its Bulletin no. 1425-7.

International Labour Organization

■ **No. 15—Morse, David A.** The origin and evolution of the ILO and its role in the world community. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1969. 125 p. Frank W. Pierce memorial lectures, October 1968. Contents: Origins and historical development of the ILO: 1919-1948. Response to the needs of a rapidly changing world: 1948-1968. The role of the ILO in the world community.

■ **No. 16—United Nations Educational, Scientific and Cultural Organization.** A tribute by Unesco to the International Labour Organization on its fiftieth anniversary. Paris, 1969. 65 p.

Labouring classes

■ **No. 17—U.S. Bureau of Labor Statistics.** Digest of 100 selected pension plans under collective bargaining. Spring 1968. Washington, GPO, 1969. 87 p.

■ **No. 18—Beever, R. Colin.** Trade unions and free labour movement in the EEC. London, Chatham House; PEP, 1969. 50 p. Chatham House/P.E.P. European series, no. 10.

■ **No. 19—Levine, Louis.** The Public Employment Service in social and economic policy; deliberations of a Working Party. Paris, OECD, 1969. 59 p. "This report . . . was prepared by Louis Levine . . . on the basis of the proceedings of a Working Party [on Public Employment Services] convened from 31st May to 2nd June, 1967 . . ."

Management

■ **No. 20—Likert, Rensis.** The human organization; its management and value. New York, McGraw-Hill, 1967. ix, 258 p.

Women

■ **No. 21—Seminar on the Civic and Political Education of Women, Accra, 1968.** Seminar on the Civic and Political Education of Women. New York, United Nations, 1969. iii, 47 p. "Organized by the United Nations, Division of Human Rights, in co-operation with the Government of Ghana."

Miscellaneous

■ **No. 22—Cullen, Donald Eugene.** National emergency strikes. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1968. 134 p. ILR Paperback no. 7.



■ **No. 23—Kahn, Herman.** The year 2000; a framework for speculation on the next thirty-three years, by Herman Kahn and Anthony J. Wiener, with contributions from other staff members of the Hudson Institute. Introd. by Daniel Bell. New York, Macmillan [1967] xxviii, 431 p.



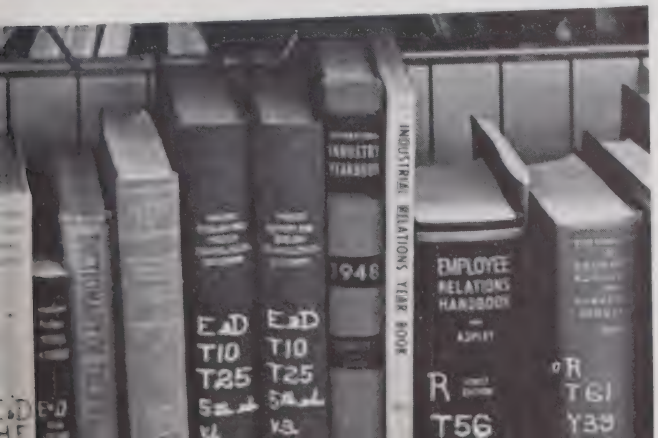
■ **No. 24—Kingston, Ont. Queen's University. School of Business.** The Commerceman, 1969. Trends in international marketing. [Kingston] 1969. 60 p. "In this edition . . . international marketing is examined from the viewpoint of a Canadian firm planning to enter the world market. Articles on organization, management, facilitating institutions, policy formulation, and opportunities abroad are presented."



■ **No. 25—Lipset, Seymour Martin.** American student activism in comparative perspective. Washington, U.S. Dept. of Labor, Manpower, Administration, 1969. 43 p. Seminar on Manpower Policy and Program. Proceedings. "Condensed transcript of the seminar held in Washington, D.C., May 16, 1968." The author, professor of government and social relations at Harvard University, discusses the factors causing student activism and some of the reactions to it. Dr. Lipset makes this comment: " . . . Universities cannot use force [with student activists] because if they use force to settle an internal situation, they have lost the argument . . . If we resort to the authoritarian weapons of force or expulsion, we are doing exactly what our antidemocratic opponents want us to do . . ."

■ **No. 26—Ontario Economic Council.** Government reform in Ontario; a report. Toronto, 1969. 44 p. An examination of the problems facing municipal governments in Ontario.

■ **No. 27—Organization for Economic Co-operation and Development.** Low income groups and methods of dealing with their problems; papers for a trade union seminar; report. [Paris] 1966. 286 p. Title taken from cover. Original title, "Supplement to the report," amended to read "Report" on Library's copy.



Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended October 18, 1969		8,142	+ 0.2	+ 1.8
Employed		7,828	− 0.2	+ 1.6
Agriculture		548	− 5.7	− 5.0
Non-agriculture		7,280	+ 0.2	+ 2.1
Paid workers		6,753	+ 0.1	+ 1.7
At work 35 hours or more		3,845	− 40.0	− 1.7
At work less than 35 hours		3,647	+224.2	+ 3.9
Employed but not at work		336	+ 6.3	+ 17.9
Unemployed		314	+ 12.5	+ 9.0
Atlantic		34	+ 6.2	—
Quebec		135	+ 8.9	+ 19.5
Ontario		73	+ 7.4	− 2.7
Prairie		32	+ 45.5	+ 33.3
British Columbia		40	+ 21.2	− 44.8
Without work and seeking work		298	+ 12.5	+ 8.4
On temporary layoff up to 30 days		16	+ 14.3	+ 23.1
INDUSTRIAL EMPLOYMENT (1961 = 100)	September	130.4	− 0.2	+ 2.9
Manufacturing employment (1961 = 100)	September	126.7	− 0.4	+ 0.7
IMMIGRATION	1st 6 mos.	71.121	—	− 16.7
Destined to the labour force	1st 6 mos.	37.951	—	− 15.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	October	112	+ 16.7	+ 23.1
No. of workers involved	October	73,930	+ 20.2	+268.8
Duration in man days	October	1,112,570	− 1.3	+254.3
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	September	119.95	+ 0.7	+ 6.6
Average hourly earnings (mfg.)	September	$2.82	+ 1.4	+ 7.6
Average hours worked per week (mfg.)	September	40.6	+ 1.0	− 1.0
Average weekly wages (mfg.)	September	$114.53	+ 2.6	+ 6.6
Consumer price index (1961 = 100)	October	126.8	+ 0.16	+ 4.45
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	August	118.4	+ 1.2	+ 2.0
Total labour income (Millions of dollars)	September	$3,442	+ 0.7	+ 11.4
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	September	165.2	+ 0.4	+ 2.8
Manufacturing	September	165.9	− 0.4	+ 3.6
Durables	September	152.2	− 0.1	+ 5.8
Non-durables	September	182.6	− 0.7	+ 1.4
NEW RESIDENTIAL CONSTRUCTION‡				
Starts	September	13,944	− 14.1	+ 20.2
Completions	September	15,098	+ 27.0	+ 26.5
Under construction	September	119,683	− 1.4	+ 23.5

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Preliminary
‡ Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended October 18, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,142	659	2,290	3,002	1,342	849
Men	5,510	450	1,571	2,000	919	570
Women	2,632	209	719	1,002	423	279
14-19 years	774	70	219	244	150	91
20-24 years	1,219	125	387	405	187	115
25-44 years	3,507	245	1,008	1,351	534	369
45-64 years	2,432	203	622	924	429	254
65 years and over	210	16	54	78	42	20
EMPLOYED	7,828	625	2,155	2,929	1,310	809
Men	5,292	425	1,473	1,954	899	541
Women	2,536	200	682	975	411	268
Agriculture	548	31	109	134	250	24
Non-agriculture	7,280	594	2,046	2,795	1,060	785
Paid workers	6,753	546	1,881	2,619	980	727
Men	4,437	366	1,265	1,702	625	479
Women	2,316	180	616	917	355	248
UNEMPLOYED	314	34	135	73	32	40
Men	218	25	98	46	20	29
Women	96	*	37	27	12	11
PERSONS NOT IN LABOUR FORCE	6,606	710	1,937	2,271	1,046	642
Men	1,799	228	514	602	284	171
Women	4,807	482	1,423	1,669	762	471

* Less than 10,000. SOURCE: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended October 18, 1969

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,748	2,443	4,189	1,161	4,282	1,126	1,547
LABOUR FORCE	8,142	774	3,999	926	1,463	770	210
Employed	7,828	702	3,902	855	1,427	740	202
Unemployed	314	72	97	71	36	30	**
NOT IN LABOUR FORCE	6,606	1,669	190	235	2,819	356	1,337
PARTICIPATION RATE†							
1969—October 18	55.2	31.7	95.5	79.8	34.2	68.4	13.6
1969—September 20	55.2	31.7	95.6	79.8	34.0	67.9	13.9
UNEMPLOYMENT RATE‡							
1969—October 18	3.9	9.3	2.4	7.7	2.5	3.9	**
1969—September 20	3.4	8.3	2.2	6.6	2.1	3.5	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended October 18, 1969

	Oct. 1969	Sept. 1969	Oct. 1968
	(in thousands)		
TOTAL UNEMPLOYED	314	279	288
On temporary layoff up to 30 days	16	14	13
Without work and seeking work	298	265	275
Seeking:			
Full-time work	275	249	256
Part-time work	23	16	19
Under 1 month	98	88	95
1-3 months	112	100	96
4-6 months	42	30	39
More than 6 months	46	47	45

SOURCE: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									
	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—September	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June	75.8	859.3	280.8	43.6	241.3	58.7	477.5	1,106.0	188.6	3,359.6
July*	74.1	850.0	287.3	47.0	262.0	59.2	469.0	1,142.7	182.5	3,407.4
August†	72.2	846.6	294.2	46.7	276.1	60.7	468.0	1,137.7	179.2	3,417.3
September‡	71.8	863.9	292.8	47.7	279.3	59.0	479.2	1,142.1	174.6	3,441.5
Seasonally Adjusted										
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—September	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,026.7	161.6*	3,120.9
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,047.8	164.5*	3,169.8
March	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,048.7	165.8*	3,196.4
April	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,057.9	167.1*	3,216.4
May	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,090.8	170.2*	3,260.0
June	73.7	844.9	275.9	40.2	225.4	58.1	470.9	1,089.2	173.5	3,275.3
July*	72.9	847.9	277.6	41.2	233.1	57.8	468.5	1,134.3	174.3	3,330.1
August†	71.1	839.8	285.1	40.1	240.9	58.9	470.4	1,131.3	174.1	3,334.6
September‡	72.2	845.3	284.3	39.8	244.8	58.0	478.7	1,126.0	174.8	3,347.2

* Revised † Preliminary ‡ Advance

** Includes post office wages and salaries †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at July 1969, employers in the principal non-agricultural industries reported a total employment of 3,813,199. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.30	123.5	122.8	100.13
1967	122.6	131.4	102.79	123.2	130.6	106.53
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—June	124.6	140.5	109.96	123.3	140.1	114.23
July	124.0	140.6	109.97	121.9	138.8	113.20
August	126.9	141.8	110.95	125.3	140.4	114.48
September	126.7	143.8	112.52	125.8	143.6	117.08
October	126.0	144.3	112.90	124.6	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June*	130.2	150.3	117.61	128.9	150.4	122.63
July†	128.7	151.5	118.56	125.1	149.9	122.25

* Revised. † Preliminary.

‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
	(1961 — 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	126.4	124.0	123.4	97.18	96.57	89.21
Newfoundland	125.5	122.3	129.0	104.50	104.82	98.42
Prince Edward Island	146.2	142.7	147.1	83.00	78.69	69.32
Nova Scotia	125.9	122.7	117.5	95.61	95.05	87.22
New Brunswick	125.8	124.9	124.8	95.82	94.97	87.50
Quebec	122.6	122.8	119.6	115.38	114.10	107.70
Ontario	130.2	134.4	124.7	122.26	121.58	113.75
Prairie Region	130.6	129.7	125.4	114.45	113.33	104.96
Manitoba	121.3	120.6	117.6	110.15	108.87	101.72
Saskatchewan	121.8	122.0	123.0	108.57	108.36	102.63
Alberta	142.2	140.5	133.1	119.62	118.35	108.27
British Columbia	140.4	140.1	132.9	131.44	129.31	121.17
CANADA	128.7	130.2	124.0	118.56	117.61	109.97
URBAN AREAS						
St. John's	139.1	140.5	142.7	94.97	95.22	87.76
Halifax	122.1	121.7	115.5	99.59	98.39	92.08
Sydney	91.7	91.8	101.5	107.10	101.56	88.16
Moncton	129.1	129.0	117.0	94.93	92.75	88.62
Saint John	114.0	114.3	110.6	100.60	98.29	91.31
Chicoutimi	118.3	114.2	111.4	135.79	138.48	127.38
Montreal	123.0	125.4	121.3	116.69	115.81	109.01
Quebec	120.2	115.0	115.4	100.31	98.61	92.78
Shawinigan	97.6	95.3	100.7	117.96	121.28	109.54
Sherbrooke	117.1	118.7	113.5	99.90	98.25	93.42
Trois-Rivières	117.5	117.3	113.7	105.02	107.66	99.75
Ottawa-Hull	139.0	140.0	128.2	112.31	110.04	104.14
Belleville	125.6	126.8	119.4	102.36	103.39	95.54
Brampton	269.1	287.7	240.4	117.77	119.02	110.32
Brantford	142.2	140.7	134.4	110.36	112.32	107.54
Fort William-Port Arthur	128.8	128.5	117.1	118.16	119.62	101.95
Guelph	142.3	144.9	136.4	110.02	110.12	104.94
Hamilton	123.9	126.1	120.9	123.84	122.52	117.41
Kingston	132.7	133.9	125.9	117.25	116.41	109.00
Kitchener	154.1	158.0	141.8	109.28	108.41	102.47
London	124.5	127.3	120.1	114.52	114.60	106.52
Niagara Falls	118.6	119.4	108.1	111.15	111.90	103.54
Oshawa	105.3	144.6	110.0	136.26	136.34	126.04
Peterborough	142.5	144.2	133.0	121.21	122.63	115.49
Sarnia	147.1	143.9	141.3	156.60	153.92	144.57
Sault Ste. Marie	129.5	128.5	122.4	136.02	134.75	125.65
Sudbury	64.1	126.8	115.9	133.35	139.36	134.46
St. Catharines	143.8	143.6	111.6	133.87	130.90	117.62
Timmins	77.1	76.1	77.6	103.64	105.39	99.87
Toronto	133.0	136.3	126.7	124.18	122.99	114.86
Welland	103.0	115.3	105.9	143.34	140.53	128.22
Windsor	130.0	150.2	122.8	136.43	136.25	128.90
Winnipeg	122.9	123.1	117.8	103.14	101.48	94.37
Regina	127.9	128.0	124.3	105.93	103.55	97.69
Saskatoon	144.7	144.6	148.6	101.59	102.63	98.54
Calgary	152.4	151.2	138.7	119.62	117.79	108.39
Edmonton	149.6	147.4	139.7	114.81	112.76	104.10
Vancouver	140.0	139.8	131.7	127.18	125.94	116.71
Victoria	133.3	135.7	122.9	114.23	113.86	104.39

* Latest figures subject to revision. SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence**	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector†	Commercial Sector‡		
						(in thousands)						
Canada												
July 1969*	—	117.0	888.8	809.6	423.9	—	1,065.9	306.6	1,117.5	736.8	428.7	6,657.9
June 1969*	78.9	123.7	892.8	842.1	387.8	681.4	1,071.0	301.6	1,126.7	723.5	422.8	6,664.1
July 1968	79.9	125.3	870.6	767.8	407.3	635.2	985.3	283.1	1,040.2	651.5	429.8	6,290.0
NEWFOUNDLAND												
June 1969*	2.4	4.2	11.2	1.8	9.2	13.8	18.1	2.3	22.0	9.2	8.6	102.8
May 1969*	1.1	5.0	10.5	1.7	8.6	13.8	17.4	2.2	21.7	8.5	8.1	98.5
June 1968	2.2	5.8	11.5	2.2	9.2	14.6	16.2	1.9	22.1	8.1	8.3	102.1
PRINCE EDWARD ISLAND												
June 1969*	0.2	—	2.5	0.4	2.0	3.3	5.0	0.6	6.1	2.1	2.4	24.6
May 1969*	—	—	2.4	0.4	1.5	2.8	4.6	0.6	5.9	1.8	2.1	22.1
June 1968	0.2	—	2.4	0.5	2.2	3.0	4.0	0.6	5.9	2.1	2.3	23.1
NOVA SCOTIA												
June 1969*	3.1	5.8	19.6	15.3	15.2	25.2	32.5	6.9	40.4	17.1	20.9	202.1
May 1969*	2.8	5.8	18.6	14.6	14.0	23.1	32.6	7.0	41.4	16.4	20.4	196.7
June 1968	2.5	7.1	19.1	15.3	14.7	22.4	32.0	6.4	37.4	15.4	20.2	192.6
NEW BRUNSWICK												
June 1969*	8.8	2.5	20.3	11.1	10.5	20.7	25.5	4.6	31.2	11.3	12.3	158.6
May 1969*	5.2	2.4	20.3	11.0	10.2	20.7	25.7	4.6	32.2	10.9	12.0	155.1
June 1968	9.6	2.7	19.1	11.9	9.5	20.8	24.9	4.4	30.8	10.2	9.4	153.3
QUEBEC												
June 1969*	26.3	25.1	334.6	203.1	76.3	183.7	264.1	84.7	307.9	182.5	87.0	1,775.2
May 1969*	19.6	22.6	325.5	199.4	74.8	184.1	258.7	83.6	307.5	173.2	84.0	1,733.0
June 1968	27.0	26.5	323.8	197.2	88.9	176.6	247.2	79.1	293.3	162.0	90.2	1,711.8
ONTARIO												
June 1969*	11.1	37.3	380.8	475.9	156.3	222.4	429.7	130.8	414.4	293.4	173.4	2,725.5
May 1969*	9.6	36.2	375.2	471.5	146.5	217.5	424.7	129.6	414.0	278.7	169.1	2,672.4
June 1968	12.7	36.9	367.0	440.1	158.9	208.0	381.3	121.9	388.9	256.2	175.5	2,547.3
MANITOBA												
June 1969*	1.1	7.6	29.2	21.9	18.2	46.7	56.0	13.5	52.5	35.5	20.4	302.5
May 1969*	0.9	7.1	28.7	21.6	16.8	45.9	54.9	13.5	52.2	33.2	19.7	294.6
June 1968	0.8	6.7	28.2	20.6	18.1	46.2	53.8	13.0	49.0	28.9	21.0	286.4
SASKATCHEWAN												
June 1969*	0.6	5.4	10.6	5.8	15.3	27.7	40.4	9.2	47.1	21.9	21.3	205.3
May 1969*	0.4	5.3	10.3	5.6	13.6	26.3	39.9	8.7	46.8	21.3	18.8	197.1
June 1968	0.5	5.3	10.2	5.9	17.6	28.0	40.3	8.2	45.9	20.5	18.9	201.2
ALBERTA												
June 1969*	2.2	22.1	28.5	27.6	41.9	55.4	86.5	18.7	96.8	61.2	33.6	474.5
May 1969*	1.9	21.3	27.8	26.3	39.3	52.7	84.7	18.4	97.2	59.1	32.4	461.0
June 1968	1.6	19.7	27.4	23.2	39.7	51.1	80.9	17.9	89.1	54.5	32.3	437.4
BRITISH COLUMBIA												
June 1969*	23.1	11.0	55.3	79.1	42.1	80.5	112.1	30.4	106.9	87.6	40.5	668.4
May 1969*	22.6	10.3	53.1	78.5	38.0	82.5	108.2	30.3	109.2	82.0	40.0	654.6
June 1968	19.9	10.6	53.9	72.9	37.9	77.6	102.6	27.6	96.8	72.7	39.0	611.5

* Preliminary. †Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

** Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada Total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	105.8	111.7	114.7	145.79	145.62	136.82
Metals	91.0	102.9	107.9	143.95	143.58	138.41
Mineral fuels	104.0	103.1	104.3	160.24	160.59	140.05
Non-meta s except fuels	133.0	128.7	129.8	133.02	130.09	124.86
Quarries and sand pits	116.9	114.5	123.4	135.65	134.97	119.26
Services incidental to mining	169.8	167.3	161.4	148.22	151.61	143.10
MANUFACTURING	125.1	128.9	121.8	122.25	122.63	113.20
Durable goods	134.0	141.1	128.2	131.10	131.75	121.68
Non-durable goods	117.8	119.0	116.7	114.08	113.86	105.67
Food and beverages	117.5	114.8	120.0	107.60	108.51	100.56
Foods	117.4	113.8	119.6	103.29	104.57	97.15
Beverages	117.9	120.5	122.3	134.62	131.97	121.53
Tobacco processing and products	87.9	90.8	92.0	131.11	132.53	123.19
Rubber products	126.2	127.6	112.1	123.89	125.67	111.92
Leather products	100.6	102.5	100.9	80.90	79.72	75.43
Textile products	118.1	123.2	114.6	100.93	101.11	94.81
Knitting mills	116.1	119.1	113.7	77.03	77.62	70.37
Clothing	105.7	110.0	107.7	74.98	74.64	70.33
Wood products	116.5	118.0	112.3	109.20	109.41	102.47
Furniture and fixtures	132.1	136.0	123.2	99.97	99.87	93.33
Paper and allied industries	124.9	125.4	120.4	143.53	142.62	132.08
Printing, publishing and allied industries	114.1	116.3	114.7	129.26	129.05	119.15
Primary metal industries	125.3	134.4	127.5	147.12	145.85	136.75
Metal fabricating industries	135.8	138.4	130.2	129.78	128.66	119.91
Machinery, except electrical	150.7	152.8	144.9	138.45	138.56	130.44
Transportation equipment	136.0	158.4	123.1	144.34	144.67	129.40
Electrical products	150.7	153.7	141.9	122.13	125.32	115.82
Non-metallic mineral products	121.2	122.1	119.7	133.94	132.91	123.89
Petroleum and coal products	107.8	106.9	108.4	178.96	177.33	167.60
Chemicals and chemical products	120.7	123.1	119.3	140.16	138.73	128.26
Miscellaneous manufacturing industries	145.8	149.9	136.3	104.45	104.35	97.94
CONSTRUCTION	130.0	121.6	133.0	152.92	147.80	140.41
Building	137.2	126.8	136.9	150.36	144.83	137.18
Engineering	117.6	112.8	126.2	158.07	153.56	146.48
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.9	115.2	108.2	134.12	131.18	122.65
Transportation	113.4	111.9	109.1	133.66	129.76	120.91
Storage	115.6	112.9	113.7	112.15	116.55	102.33
Communication	118.9	120.4	98.2	129.02	126.91	119.84
TRADE	133.2	136.6	127.1	95.56	95.00	88.34
Wholesale trade	128.8	130.0	123.8	118.35	118.29	108.22
Retail trade	135.6	140.2	129.0	83.67	83.12	77.71
FINANCE, INSURANCE AND REAL ESTATE	140.7	139.7	133.0	115.22	115.98	107.03
Financial institutions	145.4	144.1	136.1	112.73	113.94	104.10
Insurance and real estate	134.4	133.8	128.8	118.85	118.95	111.21
SERVICE	179.2	178.5	163.9	84.98	84.22	79.35
Recreational services	186.7	180.1	163.8	82.49	80.17	71.19
Business services	193.4	192.2	175.6	129.48	129.67	123.24
Personal services	162.7	162.8	152.1	63.47	63.05	58.32
Miscellaneous services	210.2	211.8	188.8	88.47	86.92	86.74
INDUSTRIAL COMPOSITE	128.7	130.2	124.0	118.56	117.61	109.97

* Latest figures subject to revision.

NOTE: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	40.7	40.8	41.0	3.23	3.25	3.08	131.32	132.87	126.44
Metals	39.5	39.7	40.8	3.32	3.35	3.21	131.35	133.21	130.90
Mineral fuels	41.7	42.2	36.9	2.95	2.95	2.68	123.18	124.76	98.87
Non-metals, except fuels	41.1	40.8	41.9	3.06	3.02	2.88	125.76	123.38	120.69
Quarries and sand pits	48.7	47.9	48.3	2.78	2.79	2.43	135.62	133.60	117.19
Services incidental to mining	40.7	42.0	42.9	3.52	3.54	3.27	143.10	148.66	140.31
MANUFACTURING	39.9	40.2	40.0	2.77	2.78	2.56	110.64	111.83	102.23
Durable goods	40.4	40.7	40.2	2.98	2.99	2.76	120.28	121.75	111.02
Non-durable goods	39.5	39.6	39.7	2.57	2.57	2.37	101.45	101.76	94.09
Food and beverages	39.7	40.1	40.3	2.44	2.45	2.27	96.64	98.31	91.81
Foods	39.5	39.9	40.2	2.35	2.37	2.21	92.90	94.54	89.66
Beverages	41.3	41.4	41.5	3.08	3.05	2.81	127.05	126.40	116.54
Tobacco processing and products	36.7	37.0	37.5	3.21	3.21	2.99	117.74	118.82	112.02
Rubber products	40.0	40.5	39.7	2.86	2.88	2.51	114.40	116.65	99.42
Leather products	38.6	38.0	39.3	1.90	1.91	1.76	73.17	72.64	69.05
Textile products	40.2	40.8	40.8	2.19	2.19	2.02	88.14	89.15	82.57
Miscellaneous textiles	40.2	38.8	40.3	2.32	2.27	2.10	93.19	88.12	84.52
Knitting mills	40.4	40.1	40.0	1.68	1.71	1.56	67.91	68.66	62.36
Clothing	36.5	36.1	36.7	1.86	1.88	1.73	67.94	67.69	63.64
Wood products	38.9	39.0	39.6	2.66	2.66	2.45	103.47	103.90	97.03
Furniture and fixtures	41.4	41.3	41.4	2.22	2.21	2.06	91.72	91.08	85.28
Paper and allied industries	40.9	41.1	41.2	3.31	3.28	3.01	135.47	134.69	123.99
Pulp and Paper mills	41.3	41.4	41.5	3.60	3.58	3.26	148.70	147.94	135.19
Printing, publishing and allied industries	38.1	38.2	38.0	3.33	3.32	3.05	126.95	127.09	115.61
Primary metal industries	41.0	41.1	40.6	3.35	3.33	3.14	137.44	137.11	127.50
Iron and steel mills	40.3	40.7	39.7	3.45	3.41	3.26	138.96	139.07	129.37
Metal fabricating industries	40.9	41.1	40.6	3.00	2.95	2.77	122.39	121.31	112.47
Machinery, except electrical	40.2	40.8	41.6	3.15	3.14	2.95	126.81	128.21	122.78
Transportation equipment	40.7	40.4	38.4	3.24	3.30	2.96	131.99	133.13	113.69
Aircraft and parts	40.9	40.7	38.1	3.26	3.36	2.92	133.23	136.66	111.30
Motor vehicles	40.7	40.0	38.6	3.35	3.39	3.07	136.41	135.61	118.27
Assembling	41.3	40.7	35.6	3.90	3.69	3.52	161.17	150.38	125.58
Parts and accessories	40.1	38.9	40.4	3.25	3.21	2.92	130.43	124.87	117.94
Shipbuilding and repairing	40.8	41.2	38.1	3.26	3.24	2.97	132.95	133.30	113.20
Electrical products	38.6	40.1	39.2	2.69	2.71	2.51	103.72	108.71	98.58
Communications equipment	37.9	40.0	38.4	2.57	2.58	2.36	97.35	103.21	90.58
Non-metallic mineral products	43.1	43.4	43.5	2.99	2.96	2.71	128.85	128.73	117.65
Petroleum and coal products	43.5	43.4	43.2	3.79	3.74	3.64	164.56	162.36	157.38
Chemical and chemical products	40.7	40.9	40.0	3.00	2.97	2.77	122.01	121.25	110.72
Miscellaneous manufacturing industries	39.2	39.9	39.7	2.25	2.24	2.09	88.13	89.39	82.86
CONSTRUCTION	41.6	40.0	42.3	3.64	3.62	3.28	151.21	144.78	138.69
Building	39.3	37.8	39.7	3.77	3.74	3.40	148.17	141.52	134.88
General contractors	39.8	38.8	39.9	3.64	3.59	3.29	145.13	139.25	131.04
Special trade contractors	38.8	37.1	39.6	3.88	3.86	3.49	150.58	143.30	138.17
Engineering	46.1	44.0	47.2	3.41	3.43	3.09	157.26	150.99	145.84
Highways, bridges and streets	49.4	45.9	48.8	3.01	2.98	2.63	148.39	137.05	128.46
Other engineering	42.6	41.9	45.3	3.92	3.95	3.65	166.96	165.48	165.23
OTHER INDUSTRIES									
Urban transit	41.5	41.6	41.1	3.48	3.38	3.18	144.49	140.72	130.79
Highway and bridge maintenance	38.2	40.1	38.9	2.62	2.51	2.38	100.00	100.60	92.75
Laundries, cleaners and pressers	37.4	37.7	38.1	1.62	1.64	1.51	60.47	61.74	57.70
Hotels, restaurants and taverns	33.1	32.5	34.3	1.61	1.63	1.47	53.50	52.81	50.52

Latest figures subject to revision.
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	79.51	106.8	103.7
1965	41.0	2.12	82.96	111.4	106.3
1966	40.8	2.25	86.94	116.8	108.8
1967	40.3	2.40	91.65	123.1	110.5
1968†	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—July	40.0	2.56	102.23	137.3	113.7
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June*	40.2	2.78	111.83	150.2	118.8
July†	39.9	2.77	110.64	148.6	117.1

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	July 1969	June 1969	July 1968	July 1969	June 1969	July 1968
				$	$	$
Newfoundland	42.8	45.3	41.8	2.18	2.10	2.01
Nova Scotia	40.0	40.6	39.6	2.21	2.15	2.05
New Brunswick	40.3	41.0	41.0	2.24	2.26	2.05
Quebec	40.3	40.4	40.4	2.50	2.52	2.31
Ontario	40.0	40.3	40.1	2.91	2.92	2.68
Manitoba	39.7	39.9	39.9	2.48	2.45	2.33
Saskatchewan	39.2	39.7	39.1	2.94	2.89	2.73
Alberta	39.3	39.8	39.4	2.92	2.89	2.64
British Columbia	37.4	37.5	37.8	3.46	3.44	3.19

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—July	5,633,000	5,354,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500
September	5,356,000	5,109,300	246,700
August	5,387,000	5,117,200	269,800
July	5,321,000	5,000,000	321,000

Table E-4—Benefit Payments, by Province, August 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	28,356	948,130
Prince Edward Island	3,136	86,097
Nova Scotia	38,257	1,221,136
New Brunswick	29,361	858,191
Quebec	300,696	9,520,260
Ontario	302,644	9,751,682
Manitoba	27,737	810,262
Saskatchewan	21,056	628,325
Alberta	34,064	1,061,824
British Columbia	89,226	2,859,165
Total, Canada, August 1969	874,533	27,745,072
Total, Canada, July 1969	778,677	24,787,402
Total, Canada, August 1968	1,015,320	26,201,972

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	August 1969			August 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	87,120	63,766	23,354	88,977	62,144	26,833
Newfoundland	2,272	1,518	754	2,079	1,386	693
Prince Edward Island	227	167	60	286	212	74
Nova Scotia	2,449	1,761	688	3,126	2,162	964
New Brunswick	2,354	1,741	613	2,571	1,885	686
Quebec	25,536	18,316	7,220	28,390	18,934	9,456
Ontario	38,760	29,142	9,618	33,374	24,438	8,936
Manitoba	1,922	1,457	465	2,403	1,738	665
Saskatchewan	1,676	1,230	446	1,595	1,236	359
Alberta	3,084	2,266	818	3,708	2,701	1,007
British Columbia	8,840	6,168	2,672	11,445	7,452	3,993

* In addition, revised claims received numbered 30,987

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at August 29, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants August 30, 1968
		1-4	5-13	14-26	27 or more*	
Canada	267,749	92,691	73,877	56,675	44,506	269,834
Male	158,725	63,488	41,942	30,950	22,345	158,357
Female	109,024	29,203	31,935	25,725	22,161	111,477
NEWFOUNDLAND	8,083	2,727	2,446	1,838	1,072	6,911
Male	6,381	2,232	2,035	1,357	757	5,066
Female	1,702	495	411	481	315	1,845
PRINCE EDWARD ISLAND	860	318	275	130	137	1,149
Male	545	213	170	85	77	733
Female	315	105	105	45	60	416
NOVA SCOTIA	11,078	3,084	3,183	3,113	1,698	10,851
Male	8,093	2,380	2,188	2,390	1,135	7,328
Female	2,985	704	995	723	563	3,523
NEW BRUNSWICK	8,773	2,991	2,565	1,769	1,448	8,325
Male	5,655	2,126	1,640	1,090	799	5,441
Female	3,118	865	925	679	649	2,884
QUEBEC	91,748	23,719	25,611	21,887	20,531	89,173
Male	57,124	16,779	15,663	13,296	11,386	56,143
Female	34,624	6,940	9,948	8,591	9,145	33,030
ONTARIO	99,137	42,796	26,608	17,604	12,129	96,098
Male	55,554	28,957	13,939	7,896	4,762	51,306
Female	43,583	13,839	12,669	9,708	7,367	44,792
MANITOBA	7,383	2,347	2,032	1,680	1,324	9,562
Male	3,748	1,291	1,023	746	688	5,009
Female	3,635	1,056	1,009	934	636	4,553
SASKATCHEWAN	5,993	1,989	1,533	1,446	1,025	5,094
Male	3,255	1,294	760	739	462	2,659
Female	2,738	695	773	707	563	2,435
ALBERTA	9,112	3,129	2,488	2,020	1,475	10,314
Male	4,684	1,895	1,055	1,045	689	5,476
Female	4,428	1,234	1,433	975	786	4,838
BRITISH COLUMBIA	25,582	9,591	7,136	5,188	3,667	32,357
Male	13,686	6,321	3,469	2,306	1,590	19,196
Female	11,896	3,270	3,667	2,882	2,077	13,161

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
				(1949 = 100)				
October	163.8							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—October, 1969

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Oct. 69	Sept. 69	Oct. 68							
					(1961 = 100)					
St. John's, Nfld.	119.9	120.3	117.0	121.5	113.6	126.4	110.5	128.1	111.3	143.8
Halifax	121.1	121.2	114.7	127.1	114.8	124.2	109.8	137.3	126.4	127.8
Saint John	121.1	121.5	115.7	125.6	113.5	127.4	118.0	129.9	127.3	126.6
Montreal	122.0	122.1	118.6	122.7	115.1	123.1	121.9	129.6	137.2	128.5
Ottawa	124.7	123.9	119.1	129.0	115.9	128.2	119.0	138.6	135.8	132.1
Toronto	125.3	125.5	120.4	126.5	119.1	129.2	127.6	136.1	124.3	130.1
Winnipeg	124.2	124.7	119.1	127.7	113.2	133.7	124.3	140.7	127.9	129.1
Saskatoon-Regina	120.5	121.2	116.7	126.9	114.1	126.4	112.0	126.3	128.1	122.1
Edmonton-Calgary	122.5	123.0	118.2	125.5	116.7	125.3	117.2	138.6	130.3	122.6
Vancouver	119.2	119.5	115.8	123.5	114.0	124.8	116.3	129.0	119.6	113.5

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration.

The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1964-1969

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1968—October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
*1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, October 1969, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	2	690	3,290
Mines	—	6	19,722	436,610
Manufacturing	18	60	35,117	508,360
Construction	9	21	5,974	53,720
Transportation and utilities	1	5	3,633	75,320
Trade	3	9	372	5,930
Finance	—	—	—	—
Service	3	7	2,657	24,650
Public administration	1	2	5,765	4,690
ALL INDUSTRIES	37	112	73,930	1,112,570

Table G-3—Strikes and Lockouts, by Jurisdiction, October 1969, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	7	11	2,120	5,590
New Brunswick	1	2	139	1,550
Quebec	8	20	11,619	64,780
Ontario	15	55	54,827	936,160
Manitoba	—	2	60	1,320
Saskatchewan	1	3	323	4,070
Alberta	1	6	591	11,950
British Columbia	4	10	689	12,790
Federal	—	3	3,562	74,360
ALL JURISDICTIONS	37	112	73,930	1,112,570

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Spruce Falls, Pulp & Paper Co. Ltd., Kapuskasing, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	650	3,250	3,250	Oct. 27 —	Alleged grievance over seniori —
Mines						
METAL						
International Nickel Co. of Canada Ltd., Sudbury District, Ont.	Steelworkers Loc. 6500 (AFL-CIO/CLC)	15,854	351,050	1,290,960	July 10 —	Wages, fringe benefits—
Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	3,268	72,360	168,070	Aug. 21 —	Wages, fringe benefits—
MINERAL FUELS						
Great Canadian Oil Sands Ltd., Fort McMurray, Alta.	Oil Workers (AFL-CIO/CLC)	300	6,600	14,400	Aug. 25 —	Wages—
NON-METAL						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,810	25,940	Mar. 30 —	Wages—
QUARRIES						
Canada Crushed Stone, Dundas and Hamilton, Ont.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	2,350	7,700	July 19 —	Wages, fringe benefits, working conditions—
Manufacturing						
FOOD AND BEVERAGES						
General Mills, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	130	2,860	3,640	Sept. 22 —	Wages—
Pure Spring Canada Ltd., Ottawa, Ont.	Brewery Workers Loc. 390 (AFL-CIO/CLC)	100	1,500	1,500	Oct. 10 —	Wages, fringe benefits, hours—
TEXTILES						
Daly & Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	4,950	11,930	Aug. 18 —	Wages, hours—
Canadian Celanese Chemcell Division, Sorel, Que.	Textile Workers' Union Loc. 1434 (AFL-CIO/CLC)	625	630	4,380	Sept. 22 Oct. 2	Wages—15¢ an hr. increase every year over a 3-yr. contract, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Cont'd.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Chemcell Ltd., Drummondville, Que.	Textile Workers' Union Loc. 1435 (AFL-CIO/CLC)	1,640	14,060	14,060	Oct. 11 Oct. 23	Wages—Wage increases, other improved benefits.
Harding Carpets Ltd., Collingwood, Ont.	Textile Workers' Union Loc. 1640 (AFL-CIO/CLC)	183	180	180	Oct. 31 —	Wages—
WOOD						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,310	23,340	Dec. 17 —	Wages, fringe benefits, holidays—
Wayerhausser Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,900	8,050	Aug. 6 —	Wages, hours, vacations, holidays —
PAPER						
Maritime Paper Products Limited, Halifax, N.S.	Teamsters Loc. 927 (Ind.)	103	310	3,090	Aug. 22 Oct. 6	Wages—Return of workers, settlement terms not reported.
PRIMARY METALS						
International Nickel Co. of Canada Ltd., Port Colborne, Ont.	Steelworkers Loc. 6200 (AFL-CIO/CLC)	1,646	36,210	130,040	July 10 —	Wages, fringe benefits—
Algoma Steel Corp., Sault Ste. Marie, Ont.	various unions	7,583	167,910	498,310	Aug. 1 —	Wages, other benefits—
Steel Co. of Canada Ltd., Various locations, Que.	Steelworkers various locals (AFL-CIO/CLC)	1,082	14,070	47,610	Aug. 16 Oct. 20	Wages, fringe benefits—35¢ an hr. increase retroactive Aug. 1, 1969, 20¢ Aug. 1, 1970, 20¢ Aug. 1, 1971; other improved benefits.
Kawneer Co. of Canada Ltd., Scarborough, Ont.	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	134	2,680	2,680	Oct. 3 —	Wages—
METAL FABRICATING						
Steel Co. of Canada Ltd., Various locations, Ont.	Steelworkers various locals (AFL-CIO/CLC)	13,500	183,210	771,430	Aug. 1 Oct. 20	Wages, fringe benefits—35¢ an hr. increase retroactive Aug. 1, 1969, 20¢ Aug. 1, 1970, 20¢ Aug. 1, 1971, other improved benefits.
York Structural Steel Fredericton, N.B.	Steelworkers Loc. 7290 (AFL-CIO/CLC)	105	840	950	Sept. 30 Oct. 14	Wages in a first agreement—10¢ to 35¢ an hr. increase depending on trades.
Eaton, Yale & Towne Inc., St. Catharines, Ont.	U.E. Loc. 535 (Ind.)	110	770	770	Oct. 8 Oct. 20	Wages—22¢ and 28¢ per hr. increase over a 2-yr. contract, other improved benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Cont'd.

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
TRANSPORTATION EQUIPMENT						
American Motors (Canada) Ltd., Brampton, Ont.	Auto Workers Loc. 1285 (CLC)	1,110	24,420	24,420	Oct. 17 —	Delay in signing new contract—
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (CLC)	3,006	3,010	3,010	Oct. 29 Oct. 30	Respecting picket lines of Auto Workers Loc. 295—Return of workers.
ELECTRICAL PRODUCTS						
R.C.A. of Canada Ltd., Midland, Ont.	I.U.E. Loc. 532 (AFL-CIO/CLC)	390	4,680	17,160	Aug. 15 Oct. 20	Wages, benefits—25¢ an hr. increase for skilled male workers, 23¢ for non-skilled males, 20¢ for females on October 20, 1969, 10¢ general increase May, 1970, 10¢ Dec. 1970; OHSIP premiums on 50-50 basis, 100% full share cost by company Oct. 1970.
Northern Electric Co. Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	900	2,700	3,150	Sept. 30 Oct. 5	Alleged disagreement over a clause—Return of workers pending discussions with the company.
PETROLEUM & COAL PRODUCTS						
Six Oil Refineries, Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	550	11,000	68,790	May 21 Oct. 30	Wages, fringe benefits—Wage increases between 45¢ and 70¢ an hr. over 27 months.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,490	108,400	May 17 1968	Wages, union security, grievance procedure—
Construction						
Several Plumbing Contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	66,200	July 15 1968	Wages, other benefits—
Hamilton Construction Association, Hamilton, Ont.	various unions	1,058	9,020	117,300	May 2 Oct. 28	Wages—Wage increases, other improved benefits.
Electrical Construction Association of Hamilton, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	12,100	46,750	July 2 Nov. 3	Wages, working conditions, fringe benefits—94¢ an hr. increase immediately, 70¢ May 1, 1970, plus 78¢ an hr. in fringe benefits; reduction in hours from 37½ to 36 per wk., other improved benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Cont'd.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	16,500	61,500	July 7 —	Wages, hours, other benefits—
Lummus Co. of Canada Ltd., Douglas Point, Ont.	Teamsters Loc. 879 (Ind.)	208	620	2,700	Sept. 17 Oct. 6	Use of non-union trucks—Agreement reached, return of workers.
St. Lawrence Steeplejack Limited, Port Hawkesbury, N.S.	Painters Loc. 1945 (AFL-CIO/CLC)	550	550	550	Sept. 30 Oct. 2	Union security (check off)—Return of workers when cease and desist order issued.
Ontario Hydro Electric Power Commission, Pickering, Ont.	various unions	1,000	2,500	2,500	Oct. 2 Oct. 6	Jurisdictional dispute between unions—Return of workers.
C. W. Miller Ltd., Guildfords Ltd., Halifax, N.S.	Asbestos Workers Loc. 116 (AFL-CIO/CLC)	200	1,000	1,000	Oct. 6 Oct. 14	Disagreement over wording of contract—Wording of agreement amended.
Lummus (Canada) Ltd., Point Tupper, N.S.	various unions	400	1,000	1,000	Oct. 14 Oct. 16	Alleged dispute over poor food—Return of workers when court order issued.
C. A. Pitts, Port Hawkesbury, N.S.	various unions	150	370	370	Oct. 15 Oct. 21	Discharge of worker—Return of workers.
Toronto Iron Works, Point Tupper, N.S.	Boilermakers Loc. 171 (AFL-CIO/CLC)	535	1,610	1,610	Oct. 15 Oct. 20	Wages—Return of workers.
Transportation and Utilities						
TRANSPORTATION						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals	100	2,380	19,790	Feb. 19 —	Hours of work, safety conditions —
*B.C. Maritime Employers' Assoc., Various Ports, British Columbia.	Longshoremen and Warehousemen	3,230	71,520	85,360	Sept. 25 —	Wages, hours—
*Department of Transport, Various locations Ontario, Manitoba and Saskatchewan.	I.B.E.W. Loc. 2228 (AFL-CIO/CLC)	232	460	690	Sept. 30 Oct. 3	Delay in new contract negotiations—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1969 (Preliminary) (Concl'd.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Trade						
RETAIL						
Three Co-operatives Association, Estevan, Regina and Prince Albert, Sask.	Retail, Wholesale Employees various locals (AFL-CIO/CLC)	216	3,070	6,400	Sept. 5 Oct. 30	Wages, hours, other benefits—Wage increases, 4 weeks vacation after 15 years, other improved benefits.
Service						
EDUCATION						
Windsor Board of Education, Windsor, Ont.	Public Employees Loc. 27 (CLC)	307	3,070	3,070	Sept. 17 Oct. 1	Long service pay—31¢ an hr. increase retroactive to Jan. 1, 1969, 27¢ Jan. 1, 1970; 3 weeks vacation after 5 years, other benefits.
Commission Scolaire Régionale de Chambly, Chambly, Que.	C.E.Q.	1,100	16,500	23,100	Sept. 23 Oct. 22	Failure to reach agreement over working conditions—Return of teachers.
Commission Scolaire Régionale de Salaberry, Valleyfield, Huntingdon and St-Timothé, Que.	C.E.Q.	660	2,640	3,960	Sept. 29 Oct. 7	Alleged dispute over dismissal of some teachers—Return of teachers.
University of Guelph, Guelph, Ont.	Civil Service Assoc. of Ontario (Inc.) Branch 10	750	4,500	4,500	Oct. 24 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
Corporation of City of Peterborough, Peterborough, Ont.	Public Employees Loc. 504 (CLC)	115	920	1,610	Sept. 23 Oct. 14	Wages, benefits and management policies—Not reported.
City of Montreal, Montreal, Que.	Montreal Policemen's Btotherhood (Ind.) Fire Fighters (AFL-CIO/CLC)	5,650	3,770	3,770	Oct. 7 Oct. 8	Wages—Return of policemen and firemen following provincial injunction.

*Federal jurisdiction.

The Labour Gazette

February 1970



"In spite of the affluence achieved by large numbers of people on this continent, many youths and adults of our time find an emptiness and meaninglessness in life . . . if we are to achieve social justice, men and women need not only material goods and services, but also the deep sense of creative and meaningful living that can come only through the development of the whole man."
Read 'The second 50 years' by George Haythorne.
See p. 98.



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News briefs

■ **Senior officials of the federal and provincial departments of labour and other government agencies concerned with the administration of labour laws met in Quebec City, last fall, for the 28th Annual Conference of the Canadian Association of Administrators of Labour Legislation.**

At the conference, Quebec Labour Minister Maurice Bellemare stressed the importance of the role of the C.A.A.L.L. whose members, he said, by reason of their direct and constant involvement in the activities and problems of labour and management, possessed the practical knowledge and experience to enable them not only to point the way to improvements in the laws, but also to foresee the problems of the future. The Association, he said, should be and must increasingly become a dynamic instrument at the service of the departments of labour, both federal and provincial. In Mr. Bellemare's opinion, departments of labour are the key departments of the governments in Canada today because they are responsible in large measure for the establishment of better economic and social conditions; they must therefore be alert to developments in the field of labour-management relations. In the face of rapidly changing conditions and the volume and complexity of today's problems, he added, labour departments were in need, more than ever before, of a "clearing-house" such as the C.A.A.L.L., for the exchange of experience and views.

During the four-day meeting the delegates examined the role of government in labour-management relations; reviewed recent legislative and administrative developments in all jurisdictions, giving special attention to recent enactments in the labour relations field; and discussed new trends in implementing legislation concerning the employment of women, particularly with respect to laws governing equal pay for equal work.

The officers elected to the Executive Board for 1969-1970 were: T. M. Eberlee, Deputy Minister of Labour, Ontario, president; N. D. Cochrane, Deputy Minister of Labour, Manitoba, 1st vice-president; and R. P. Campbell, Deputy Minister of Labour, New Brunswick, 2nd vice-president.

■ **Of 76 contract negotiations completed through Jul August, and September, 1969, only 11 went to the strik or lockout stage.** This third-quarter statistic results fro a Canada Department of Labour analysis of all colle tive agreements signed on behalf of bargaining uni of 500 or more, excluding those in construction.

The 76 settlements cover 197,385 employees, of who 18,885 were involved in the 11 work stoppages. Fourte settlements fell within federal jurisdiction, involvin nearly 40,000 workers, 8,200 of whom were involve in three work stoppages.

Twenty-five of the contracts analyzed were settled i direct bargaining. Twenty-two were settled with th assistance of conciliation officers of either the federa or provincial governments. The 47 contracts covere over 95,000 workers. The stage of settlement for th other negotiations was: Conciliation Board, 4; Pos Conciliation Bargaining, 8; Mediation, 1; Post Media tion Bargaining, 1; Arbitration, 4.

Of the 11 work stoppages, two took place in Ontari two in Quebec, three in British Columbia, one in A berta, and three in more than one province. Copies o the summary of settlements by province, jurisdictio and stage, for the third quarter, 1969, are available fro the Collective Bargaining Division, Economics and Re search Branch, Canada Department of Labour, 34 Laurier Avenue West, Ottawa 4, Ont.

■ **Oilworkers in the Vancouver area ended in Octobe their five-month strike against six oil companies.** Th settlement came after three weeks of hearings by th B.C. Mediation Commission. The report of the commis sion said that neither party "elected to be bound b the decision of the commission." The Oil, Chemical an Atomic Workers' International Union approved a settle ment proposal providing for a wage increase of between 45 and 70 cents an hour over 27 months. The previous hourly rates ranged from $2.95 to $4.07.



C. Scrivener

The Canadian Chamber of Commerce has launched peration Placement, a national student summer em-oyment program, under the supervision of the hamber's Youth Affairs Committee National Chairman, obert C. Scrivener, President of Bell Canada. This nployment program is being promoted by the hamber through the provincial and community Boards Trade and Chambers of Commerce in co-operation ith the federal Manpower Department and similar rovincial and municipal government agencies.

Operation Placement," Mr. Scrivener said, "will be a rong concerted national effort to ensure that the maxi-um number of young people find productive jobs next ummer and so continue their education. Canadian usinessmen will be urged by their Boards and hambers to provide employment for five students for ach one hundred regular staff." It is estimated that he student labour force in 1970 will amount to about ve per cent of next year's anticipated labour market f 8,500,000. Hence a five per cent guideline to find ob openings has been established as a target.

Operation Placement," he said, "will bring together usinessmen, civic, labour, Manpower, and education fficials at the local level. The Boards and Chambers, hrough their membership, will be able to provide the nterested department of government with the most ccurate profile possible of seasonal vacancies, thus nsuring that the maximum number of young people vill find summer jobs."

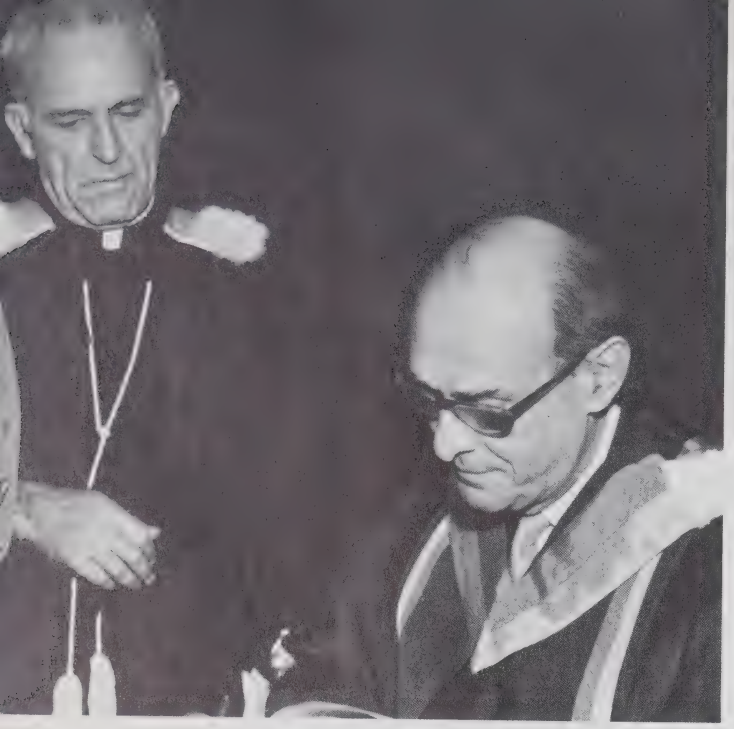
■ **Voluntary restraints to control inflation won't work, CLC President Donald MacDonald and CNTU President Marcel Pepin have warned the Government in a joint statement on the problem.** If a policy of guidelines is going to work, or be fair, they said, it must include restraints on all forms of income including profits, rents, and interest.

The joint statement said, in part: "We reject outright the idea that voluntary guidelines can cope effectively with the current inflation. This is a highly oversimplified approach to a very complicated problem. It is totally impractical in a country like Canada. Indeed, guidelines have proved in other countries to be unworkable in curbing overall price increases. Furthermore, they are highly inequitable. A standard wage and salary formula is highly discriminatory against people with low incomes, and would only result in the creation of income inequities.

"We believe that the appointment by the federal Government of the Prices and Incomes Commission to study and analyze the causes of inflation, is highly commendable. There is at present inadequate information and a good deal of confusion on what are the causes of the current inflation. We have, however, taken issue with the Commission in that it is attempting to extract major policy commitments from unions, business, and governments before it has had an opportunity to undertake the necessary research to identify what these inflationary causes are."

■ **Combined United States and Canadian membership of unions with headquarters in the United States has passed the 20,000,000 mark, reaching 20,200,000 during 1968.** This is a gain of almost a million members since 1966 when the last census was made by the U.S. Labor Department's Bureau of Labor Statistics. U.S. membership alone rose to 18,843,000 in 1968, a gain of 903,000 or 5 per cent from 1966.

The proportion of union members in the total U.S. labour force increased slightly between the two years, from 22.7 to 22.9 per cent. The proportion of unionized workers in non-agricultural establishments, however, dropped from 28.1 per cent in 1966 to 27.8 in 1967 and remained at 27.8 in 1968. About 2,200,000 U.S. federal, state and local employees are now union members, an increase of 436,000 since 1966. This segment of the labour movement has grown by 1,100,000 during the past decade. White-collar membership is now 3,200,000 and the number of women in unions rose by 251,000 to 3,900,000.



Abbé Gérard Dion David Morse

■ **ILO Director-General David Morse has received an honorary degree from Laval University. It is a Ph.D. in Social Sciences (Industrial Relations).** In introducing Mr. Morse, Abbé Gérard Dion of the Laval industrial relations department noted that Edward Phelan, a former director-general of the ILO, had been presented in 1945 with an honorary doctorate at the university.

■ **Conditions of employment in the leather and footwear industry should be raised to the average level prevailing in other manufacturing industries, it was recommended at the conclusion of the first tripartite international meeting of the leather and footwear industry.** The meeting was held in Geneva under the auspices of the International Labour Office and followed the pattern of other ILO Industrial Committee meetings. Government, employer and worker delegates from twenty-five countries including Canada, were present.

The meeting also urged the industry to take advantage of technological developments to raise wages and improve conditions of employment and the working environment. The report of the meeting's subcommittee on Conditions of Employment urges that the development of collective bargaining be encouraged in the industry, in accordance with ILO Conventions on freedom of association. Fair remuneration for women workers and young workers is also essential, the report said, and it stressed the need for acceptance of the 40-hour week throughout the industry, as well as such benefits as holidays with pay and welfare services.

■ **The labour force of the United States has note modest gains in workmen's compensation and unemploy ment benefits as a result of action by state legislatures i their sessions last year, says the AFL-CIO News.**

Workmen's compensation payments were improved i 19 states. Alabama's legislature increased maximur weekly benefits for those disabled by injuries on th job to $47 in 1969 and $50 in 1970. Colorado increase benefits from $54.25 to $59.50 and Maryland from $7 to $85 for those permanently and totally disabled. I West Virginia, however, a $47 weekly maximum wa changed to a level of 45 per cent of average pay i 1969 and 50 per cent in 1970.

Seventeen legislatures voted to increase unemploymen compensation. Alabama increased the maximum of job less benefits from $44 to $47 a week in two steps; Co lorado, from $57 to $70 a week; and Georgia from $4 to $50 a week over two and one-half years. Four state increased minimum benefits. At least six states mad some improvements in minimum wage laws applyin to jobs not covered by the federal wage-hour law Hawaii raised its minimum from $1.25 to $1.40 in 1969 and $1.60 an hour as of January 1, 1970; Maryland increased its minimum from $1.30 to $1.60; and Nevada to $1.30 an hour in 1969, $1.45 in 1970 and $1.60 in 1971.

Reflecting the increased activity of public employees unions, 10 states adopted measures improving employ ees' benefits. Five states granted stronger bargaining rights. Three states, however, imposed greater restric tions on public employees' bargaining rights. One of these, South Dakota, enacted a law to impose fines and jail sentences on striking public employees, while setting guidelines for limited bargaining rights.

■ **Electricians in the Hamilton, Ont. area now have Friday afternoons off. And if they work after noon on Fridays, they receive double time.** This was one of the benefits won by the electricians after a four-month strike. The contract gives them a 48 per cent package increase—to $7.67 an hour—by November 1970. The final increase will raise the hourly wage to $6.89 plus 78 cents an hour in fringe benefits. The electricians are represented by the United Electrical Workers.

■ **New Brunswick's 30,000 provincial government employees have been given the right to collective bargaining. The legislation came into effect in December.** Paul LePage, President of the New Brunswick Federation of Labour, said that this development "should create a new era in labour-management relations in the province."

Mr. LePage voiced the hope that the civil servants would become members of national unions so that they will be able to fight for wage parity with other workers across Canada who are doing similar work. "Belonging to a national union will assure them of being in the mainstream of labour and having a central voice on those issues that are being pressed for on a community, provincial, and national basis that are not covered under the terms of a collective agreement."

■ **Representatives of police departments from fourteen cities met in Omaha, Nebr., recently and set wheels in motion to found a union to be known as the International Brotherhood of Police Officers.** John Cassese, formerly head of the New York City Patrolmen's Benevolent Association, has been named temporary head of the organization. He said that a proposed constitution will be submitted to the AFL-CIO Executive Council for approval. An AFL-CIO charter will be requested.

The Council had given AFL-CIO President George Meany authority to work with police officers and he set basic conditions that Mr. Cassese says have been met. Among these conditions were that a sufficient number of police departments must be members, that a no-strike clause be included in the constitution and that private police forces not be recruited. Mr. Cassese said that the new union would represent a cross section and observed that "only through organization at the national level can the policeman improve his lot."

He added that while the new union would seek aid from other union organizations "the policemen in uniform will continue to enforce the law." The fourteen cities represented at the meeting were New York City; Omaha; Portland, Ore.; San Jose, Calif.; St. Paul, Minn.; New Britain and Bridgeport, Conn.; Salt Lake City, Utah; Auburn, N.Y.; Quincy, Mass.; Shreveport, La.; Des Moines, Iowa; San Francisco and Chicago.

■ **"The strike as an instrument of collective bargaining and as the ultimate determinant of wages and other terms of employment is on the way out." And this could happen within 10 years,** H. J. Clawson, Vice-President of Stelco, told a conference in Montreal sponsored by the Montreal Personnel Association.

During this time, he continued, the area of permissible strike activity will "be very substantially circumscribed. I shall go still further and predict that this will occur not only in the public sector but also, to a more limited extent, the private sector." This change will be brought about not only through legislative restriction but also through voluntary means, Mr. Clawson said. He added that this development would require the formulation of other instruments for reducing the area of dispute in negotiations, "including some form of authoritative and definitive procedures for final settlement."

In the future, "management must leave no doubt that it is committed to the principle of collective bargaining, and no doubt as to its recognition of the union as a factor in industrial organization that goes beyond merely legal recognition. And unions must leave no doubt that they are also interested in developing positions and relationships that go beyond building up to periodic and wasteful strikes. Only then can they really fulfill their aspirations to become a constructive force in society."

■ **Education pays some of its dividends in higher wages, says the U.S. Department of Labor.** An American with Grade 8 education can expect to earn about $246,525 during his lifetime, but if he can get a secondary school diploma, his earnings increase by 38 per cent to $340,520. The college graduate can average 59 per cent greater income than a secondary school graduate for a lifetime total of $541,911.

■ **After almost 28 months of bargaining, Quebec teachers in November, signed a contract with the provincial Government.** The contract is retroactive to July 1968 and expires in 1971. The province-wide contract covers wages, pensions, workload, promotion, teaching aids and holidays, and will bring uniformity of working conditions throughout the province. The contract replaces hundreds of contracts between teachers and individual school boards. The contract talks were marked by strikes, resignations, threats and demonstrations, and many students wondered whether their education would be interrupted by a prolonged strike.



■ **The myth that women are not a good career risk because of marriage and subsequent child-rearing has been refuted by a report issued recently by the U.S. Women's Bureau.** Studies on labour turnovers show that job-changing rates are about the same for both men and women. Young women leave to marry and have babies, but young men leave almost as frequently to take better jobs. According to the 1968 U.S. Bureau of Labour Statistics study, 2.6 per cent of women workers and 2.2 per cent of men workers voluntarily left their jobs, but another Bureau study showed that men changed jobs more often than women. Only 7 per cent of the women but 10 per cent of the men held a different occupation in January 1966 from the one they held in January 1965.

Women, generally, had better attendance records too, than men employed at similar jobs and under similar circumstances. And finally, in praise of the older woman, employers could not go wrong in hiring women over 35. Fewer than 4 per cent had changed jobs in one year as compared with 6 per cent of the men.

■ **The 80-day strike at the Steel Co. of Canada L ended with a 34-month contract giving annual pay i creases of almost 10 per cent.** The contract establish immediate average weekly earnings of $140 a wee nearly $20 above earnings in the previous contract. Ne August, weekly average pay will rise to $150. Includi fringe benefits, the settlement added $1.27½ an ho over three years. The package was worth about 5½ cer more an hour than the $1.22 an hour proposal reject by steelworkers at Stelco in August. The 69-day stri at Algoma Steel in Sault Ste. Marie has been settl also. The wage package was said to be identical wi that received by Stelco employees.

■ **Strikes have been settled at the International Nick Co. and at Falconbridge Nickel Mines.** The contra between the United Steelworkers and Inco provides f a wage and fringe benefit package of $1.45 an ho over the next 32 months. The new basic rate goes $3.00 an hour plus a cost-of-living bonus. The contra also calls for a company-paid drug plan, a company paid welfare plan, and nine statutory holidays. Th strike lasted 131 days.

The 3,200 members of the Mine, Mill, and Smelte Workers at Falconbridge signed in November a three year contract that provides an across-the-board wag increase of 77.8 cents an hour over the three years. Th figure includes an increase of 40.8 cents an hour plu a 5-cent piecework increase in the first year, 20 cent plus 7 cents for piecework in the second year, and 1 cents plus 5 cents for piecework and other fringe benefit in the third year. The average hourly rate under th previous contract was $3.06. The strike lasted abou three months.

■ **Montreal's policemen and firemen have signed con tracts with the city after more than 10 months of contrac negotiations, after an arbitration award that the employ ees turned down, and after a one-day wildcat strike** Under the new contract, a first-class policeman wit three years of service will receive an annual salary o $8,750 and a first-class fireman will receive $8,320. The new agreements were retroactive and expired in De cember.

The one-day strike, on October 7, resulted in violence and looting of stores. The impetus for the strike was an arbitration award that would have given policemen $8,480 on December 1, 1969. The Montreal Policemen's Brotherhood and the International Firefighters Union were both seeking wage parity with their counterparts in Toronto and some Montreal suburbs. Salaries of Toronto's first-class firemen recently rose to $9,009 and salaries of Toronto's first-class policemen are now $9,112.

A forest of frustrations



The relationship between good management and good industrial relations was stressed by J. D. Love, Deputy Minister, Canada Department of Labour, at a Montreal meeting in November of the National and Quebec Industrial Relations Committees of the Canadian Manufacturers' Association.

Mr. Love expressed the view that the quality of industrial relations depends on much more than the processes of negotiation, dispute settlement, contract administration and grievance handling. "It depends also, and in a fundamental way," he said, "on the manner in which employers and unions structure themselves and distribute their authority and responsibility, on the way in which they set up and operate their channels of internal communication, on the efforts they expend in identifying their own problems, defining their own policies and informing and training their own people." He described these as important aspects of the industrial relations problem—aspects that had sometimes been badly neglected in the search for solutions.

Drawing on experiences gained at earlier stages in his public service career, Mr. Love called for continuing attention to the need for improvements in personnel management. He referred to the progress that could be made, in the development and implementation of more rational, more effective and more defensible personnel policies, under the pressures generated by a bargaining relationship. **"For the people on the firing line," he said, "the labour-management relationship sometimes looks like a forest of frustrations. And, in some respects, during some periods, that is precisely what it is. A larger and longer perspective suggests that it is something much better, much more positive, than that.** As a Deputy Minister, I am just new enough, and perhaps naive enough, to believe that, taken generally and with all its frustrations, the labour-management relationship is one of the wellsprings of improved managerial performance and, for this reason alone, one of the important sources of strength in our society."



50 years ago

■ **Although Canadian winters in 1920 were typically frigid ones in many parts of Canada, The Labour Gazette for February of that year reported that canoe makers were working overtime,** and "although the sash, door and planing mills could only look forward to the usual mid-winter layoff," the canoe making industry was reporting its busiest season.

Busy too, were the railways, with no 1969 talk of discontinuing unprofitable passenger service. This was the heyday of the steam-driven train, and the "in" way to travel. During the Yuletide season, Saint John, N.B., reported "exceptional activity" in passenger service, and with the exception of Toronto, which was experiencing "the usual seasonal difficulties due to severe weather and snowstorms," the passenger traffic at Christmas was heavy.

■ **Montreal citizens had to be especially careful of dried out Christmas trees and faulty tree lights, when 250 city engineers, firemen and aqueduct workers went on strike on New Year's Eve.** The men were protesting a proffered wage schedule ranging from 30 cents to 50 cents an hour with a 56- to 70-hour week. The workers wanted 58½ cents to 75 cents an hour and a 48-hour week. It was not until two weeks later that the water supplies were completely back to normal.

■ A "radical change" in hours and wages was put into effect at the Bathurst Lumber Company in Bathurst, N.B. Instead of having two shifts of 11 and 13 hours each day, the company decided to adopt three shifts of 8 hours each. "The rates of wages for the new shifts have been made the same as the former rates for a shift of 10 hours, plus an advance of 10 per cent, or the equivalent of eleven hours at the previous rate of pay," the Labour Gazette reported. **"This means a substantial reduction in hours of labour, with a very slight reduction in wages."** The change increased the company's wage expenditure by 30 per cent and necessitated increasing the staff by a considerable number. "There is every reason to believe," the company reported, "that the change will be beneficial from the company's viewpoint as well as from that of the men."

■ **Perhaps one of the earliest labour-management consultation committee meetings took place at a plant belonging to the Acadia Sugar Refining Company at Dartmouth, N.S., when an industrial council was established by the Woodside plant employing about 300 men.** Elections to the Council took place once a year; one representative was chosen for every 40 men so that every craft in the plant was represented. Other members of the council were appointed by the company. The council considered all questions relating to wage and working conditions and made settlements, subject to the approval of the Directors.

Women who worked in the fishing industry in British Columbia were paid a minimum rate of $15.50 a week under the provisions of the British Columbia Minimum Wage Act, but only if they were considered "experienced." Inexperienced female employees were paid $12.75 for the first four months, $13.75 for the second four months, and $14.75 for the third four months. For these wages a girl would wash, prepare, preserve, dry, cure, smoke, pack or otherwise adapt for sale or for shipment any kind of fish except canned. To be considered experienced, a girl had to be employed in the fishing industry for at least twelve months.

■ **The Canadian Pacific Railway reported their earnings in December 1919 as $17,025,583 as compared with $15,750,854 in December 1918.** The number of persons employed by the CPR, GTR, and CNR railways, including general offices, train and engine crews, sleeping, dining and parlour car employees, showed a net increase of 700 for the month of January, 1920. The number of employees at the end of January was 62,650 as compared with 66,350 at the end of 1918.

■ **A Department of Labour officer met with little success in the mediation department when he tried to go to bat for two groups of employees at a Marieville, Que., firm.** The employees who worked in the straw hat section had been locked out since October because of their union affiliation. A few days after their lockout the company decided to lock out their felt hat workers as well. The Department of Labour intervened when no settlement had been reached by January and the workers and their families were suffering from hardship and deprivation. At last report a Montreal architect, Joseph Perrault, was appointed Commissioner to investigate the dispute and to make any recommendations that would help settle it.

■ Fifty years ago, W. B. Wilson, then United States Secretary of Labour, penned these words in an annual report from the U.S. Department of Labour. "The whole world is face to face with the most difficult peacetime problem it has ever had to deal with. The wastage of war has been tremendous. There has been not only the loss of millions of lives and the permanent disability of other millions of people, but also an extraordinary destruction of the material resources of the world. Industry has been disarranged by the processes of readjustment to the needs of peace, and commerce has been handicapped by insufficient shipping facilities, rates of foreign exchange, and domestic uncertainty. **Many countries are without stable government, and financial inflation in all commercial countries of the world has played havoc with the relative values of money, wages and commodities.**

"The effect of these things has been reflected in the high cost of living and the consequent demand for higher wage rates to meet the increasing burden of the family budget. Yet increases in the wage rate do not always give relief. There are but two ways by which the general standard of living of the wage earner can be improved. One is by increased productivity, making more material available for wages. The other is by taking the means of increased compensation out of the profits of the employer. If wages are increased, and profits remain the same, the burden is passed on to the consuming public in the form of an increased cost of living and comes back to the wage worker himself. No portion of improved living standards can come out of the profits of the employers unless there is profiteering.

"And what gives the opportunity for profiteering? The very conditions that we are confronted with today—the destructive agencies of war, the disarrangement of industry and the unrest and high nervous tension of our people. The more productive we are, the sooner we shall abolish opportunities for profiteering. It has been proved, not only in this country but in others as well, that the most effective method of increasing and improving the workers' capacity for production is through training opportunities within the industries themselves.

"We are all interested in industrial peace. But there can be no permanent industrial peace that is not based upon industrial justice. The denial of organization is a denial of the only means of peaceable settlement that wage earners have. At a time when labour organizations of a revolutionary or lawless type especially are in the public eye, it is particularly important to point out that the responsibility for the development of such organizations must, in the long run, fall upon the employer who denounces the organization of lawful trade unions.

"In an imperfectly developed state of society or in minor instances this failure to recognize the rights of others injures only the persons immediately concerned. **But with the increase in the size of productive enterprises and the corresponding increase in the numbers of employees, many industrial disputes menace many innocent bystanders.** Modern strikes and lockouts tend more and more to affect not only the employer and workers, but all who come within range of the economic controversy. At no time has this been more important than at present."

The second 50 years

The number of member countries belonging to the International Labour Organization has grown from 40 in 1919 to 121 today. What will be the future role of the ILO in world affairs? Dr. George V. Haythorne examined the possibilities in an address at Brock University in November 1969. A Commissioner with the Prices and Incomes Commission at Ottawa, Mr. Haythorne was formerly Deputy Minister, Canada Department of Labour, and a Member of the ILO Governing Body, 1956-1969. The article that follows was extracted from the full text of Mr. Haythorne's address.

As one looks back over the half century to those eventful days in 1919 when the ILO was formed, what can be said of the Organization's record to date—and what of the future? What has happened to the high hopes and bold plans for universal and lasting peace through social justice? Clearly, world peace has not been achieved—and neither has social justice. What, then, has been achieved?

One can answer that, by managing to survive World War II, when more politically-oriented organizations failed to do so, the ILO has demonstrated in a tangible way that permanent peace requires social justice. Despite the fact that a great deal of exploitation, suffering and abuse is still being inflicted on man by man, and on man by machines, some social progress has been made by the ILO.

Over the half century, an impressive list of world labo conventions and recommendations has emerged, a many badly needed operational projects and progra have been launched to assist new countries to ra working and living standards. These standards rema far too low in many countries. Human resources arou the world are greatly underdeveloped and underer ployed. Until millions more have found productive a creative work, and are earning incomes high enou to enjoy their leisure, as well as their work, social justi will remain only a world dream.

There are some who claim, in the face of the worl economic and social realities, that the early work of t ILO in drafting and adopting labour conventions w misdirected. To the extent that these were formulat with an emphasis on particular situations in individu industries, rather than on broader and universal obje tives, I would agree. But I do not agree with the conte tion that the international labour conferences shou not adopt conventions unless countries can ratify the immediately. This is short-sighted and could encoura a narrow, national point of view. **Conventions shou be regarded as reasonable objectives, attainable, or like to be attainable, within a reasonable future.** When look

on in this light—allowing, as inevitably they must, wide variations existing in standards around the rld—conventions are much more likely to serve as namic elements in achieving further progress than if y were merely expressions of the general status quo.

nother charge that has been levelled against the ILO that it has been used by the workers as a forum to in support for positions they are advancing with em- yers and industries through collective bargaining in eir home countries. Undoubtedly this has happened occasions, but in my experience, the workers have d to present sound, solid arguments for their proposals order to convince government and the employer oups.

he saving grace over the years has been that, when e demands of workers are pushed beyond the realm practicality, this fact usually becomes abundantly ear. Their arguments are then either defeated outright, the situation is reflected in the number of ratifications adopted conventions.

case in point was the adoption of a 40-hour week nvention in 1935, when pressure from the workers as spurred on by high unemployment. Conventions ust be ratified by a minimum of three countries before ey come into force, and this particular convention was atified by only one. It has since been superseded by recommendation, adopted in 1962, that deals with the eduction of hours of work on a more realistic basis. his recommendation contributed significantly to the ormulation of the Canada Labour Standards Code, hich was introduced in 1965.

The attitudes of workers have changed over the years. Today they recognize that ILO action programs are needed to supplement conventions and recommendations. In recent years, employers, too, have ceased to play as much of a defensive role against worker pressures for



higher living standards. Many of them have come to realize also that the developing countries badly need managerial help in developing their industries. Large quantities of such help have been supplied by the ILO, with the support of employers and governments in developed countries. This is an important omen for the future, because it is crucial for the survival of mankind that all three groups represented in the ILO—governments, employers and workers—clearly recognize that it makes economic as well as social sense to encourage a narrowing of the serious income and other gaps that exist between the rich and the poor around the world.

Fortunately, a closer link between social and economic action has emerged in the ILO's work over the years. In the first two decades, little was done in the economic field, because it was thought that social considerations should take precedence over the economic. But attitudes have changed.



I recall taking part in debates in the Governing Body in the late '50s and early '60s, when there was still resistance—particularly in the employers' group—to the ILO's becoming involved in economic questions. Although this resistance was partly due to a legitimate claim that there were other agencies established to deal with world economic questions, several of us took the position that one should not sharply dissociate social and economic questions. There was, we said, a need for closer co-ordination of efforts among internationa agencies—but not for the ILO to ignore or neglect ecc nomic realities. This became the prevailing view; an it is of interest to note that, in the last 10 years, ther has been a greater emphasis on the need for considerin the implications of sound social policies as stimulan to economic growth and development, and vice versa.

Technological and industrial changes have had fa reaching significance for international organizations, ju as they have for national bodies. These changes hav had some negative effects, but they have been far e ceeded by those positive effects that have made possibl advances in economic and social well-being not dreame of before by mankind.

In the economic sphere, **large-scale industrial and con mercial organizations have grown quickly over recer decades, and more and more are operating on a broa international front. Several of these business orga nizations have expanded to a point where they posses more economic power and wield more political influenc than do many governments.** The growth of these orga nizations on a global basis brings with it formidab changes in international economic relations. Tradition flows of goods between countries are being replaced b flows of machinery, technical skills, and other facto of production. Investment capital is taking shape on rapidly increasing scale in the form of branch plan in countries around the globe. These, in turn, produc goods on site for domestic consumption, which dimi ishes the need for shipments of the same goods fro more highly developed countries often far removed.

While these universal corporations have been gainir in strength and influence, unions have been becomir more fully aware of the growing importance of intern tional associations and developments. The Solidari Fund of the International Confederation of Free Trac Unions was established a few years ago to encoura the growth of union activities in developing countrie Individual unions have also, in response to the change economic and social conditions prevailing in both hea

ffice and branch-plant countries, taken steps through eir International Trade Secretariats, and separately, o strengthen union participation in collective bargain- g with employers operating in several countries.

hese global developments on the part of business orga- izations and unions make it imperative that the inter- ational roles of governments, employers and workers e carefully studied in relation to them. It was agreed t the 1969 International Labour Conference that the LO should undertake this important task.

timulated also by the pace of technological and indus- rial change is a growing realization in many countries hat human resources are basic, and that they must be leveloped in a more understanding and logical manner or their own sake and for the sake of world order and rogress. At the same time, a general recognition that economic development must serve man, rather than the reverse, has been slow to emerge. With the stark threat of the irresponsible use of atomic power ever present, **it is becoming all the more apparent that the long neglect of human resources cannot go on any longer, and that social injustices must be taken much more seriously.**

Coming closer to home, if we were to judge the ILO's progress in achieving social justice solely by Canada's record in ratifying conventions over the years, it could not be said that that record has been a spectacular success. During the first 25 years, Canada ratified only nine conventions; during the second 25, we have added another 15. Our relatively low total of 24 is higher than that of the United States, 7, but much lower than Britain's 65 and France's 79.

The Canadian and U.S. figures reflect the existence of a divided jurisdiction in labour matters between federal and state or provincial authorities. Canada for many years was particularly sensitive about ratifying conventions covering both federal and provincial fields after the federal Government ratified three such conventions in the '30s, and later enacted legislation covering them that was declared ultra vires. Recently, in close co-operation with provincial colleagues, the Department of Labour has developed an acceptable procedure by which Canada has been able to ratify such conventions. The Discrimination in Employment Convention was the first one ratified under this new procedure in 1964. Two years later, two more were ratified—namely, Full Employment Policy, and Underground Work in Mines for Women. Others are currently under active consideration.





The ILO's contribution to Canada and to the world is not to be judged solely, or even mainly, on the basis of convention ratifications. It is to be seen, rather, in the steps—some of which have had to be halting ones—taken in tackling human problems around the globe. In this task, the ILO fortunately has not been alone. The Human Rights Commission of the United Nations, UNESCO, UNICEF, W.H.O., FAO and other specialized agencies have also contributed much. Fortunately, black and white, yellow and brown mingle and work together today a great deal more freely than in earlier decades. Similarly, persons with different political and religious ideologies mingle and work together more freely. This is happening because **men and women around the world are increasingly aware that basic human values are of prime importance, rather than the traditional doctrines or ideologies that have so frequently colored national and international action in the past.**

The development and use of natural resources continue to be of great importance in all countries. They are, though, at best, a means, and must not override human considerations. Fortunately, we have seen that, in Canada and in other countries, much can be achieved in the fuller development of human resources, and in their more effective use in both the economy and society, through the undertaking of broadly conceived programs in technical education, health, welfare and rehabitilitation. The returns to the economy, in improved performance by people who have become better equipped through joint programs developed co-operatively between the federal and provincial Governments, are greatly in excess of the outlays made. This fact proves

iat there is both an economic and social gain to be chieved through such action. It also points the way ward how to direct economic policies and programs ore deliberately to meet the needs of human beings, oth individually and collectively.

)ne of the current challenges, both in Canada and lsewhere, is how to deal effectively with the economic roblems of growth and stability in an increasingly nterdependent world. Today we are facing a serious uestion of inflation in Canada. Similar situations have aced, or are facing, other countries. The need for some orm of deliberate collective action is becoming increasngly apparent. Our Prices and Incomes Commission, long with all those interested, is continuing to search or a practical expression of this collective action, in rder to resolve the Canadian problem.

The relationships among prices, costs, productivity, and ncomes of all forms have been matters of serious conern to the ILO in recent years. Just how governments, employers and unions, working more closely together han in the past, can best cope with these problems s today one of the major tests facing both the ILO and Canada. We are fortunate that such an agency exists, and that it, along with other international bodies, can assist in dealing more realistically with this and other major economic problems of our day—and we must never forget that these problems have an intimate and important relationship to social problems and the ultimate fate of mankind.

Thus we have the picture of a pioneering world organization setting out in 1919 on a gigantic task to bring about peace through social justice. The objective proved much too great to reach within the life-span of its founders, but this does not mean that the task should not have been undertaken. Neither was it a reason for being discouraged if the going was tough—as indeed it has proved to be on many occasions over the past 50 years. The fact that the ILO has developed a flexibility along with its dynamic qualities has enabled it to meet ever-recurring challenges. It has not been successful in meeting all of them, but in any fair balance sheet of world economic and social progress over the past half century, the contribution of the ILO clearly deserves an entry on the assets side of the ledger. This fact was visibly recognized earlier this year, when it was announced that the Organization was to be awarded the Nobel Peace Prize.

Although a great deal of progress, particularly during this century, has been made in satisfying the material needs of man, much more is needed. This is borne out by the stern reality today that, in spite of the affluence achieved by large numbers of people on this continent, many youths and adults of our time find an emptiness and meaninglessness in life. The ILO and other bodies must continue to stress that, if we are to achieve social justice, men and women need not only material goods and services, but also the deep sense of creative and meaningful living that can come only through the development of the whole man.

His Holiness Pope Paul VI reminded us of this in his address to the International Labour Conference at Geneva in June of 1968 when he said, "It is against himself that you must defend man, for man is threatened with becoming only a part of himself, with being reduced to one dimension only." Speaking a few days later from the same podium, U Thant, Secretary-General of the United Nations, said, "All our United Nations institutions should conceive of development, and promote it, in terms not just of material progress but of moral and spiritual growth."

The world needed an international labour organization in 1919. The rapidly changing and complex world of today needs the ILO all the more. Many difficulties and struggles lie ahead. But, in the strong backing of governments, workers and employers, we can be confident that the ILO, together with other world bodies, will face these emerging problems resolutely and effectively.

Canada has a great potential for economic growth and for improving the quality of life for all citizens if we can break the hold of inflation, believes A. S. Leach, Past President of the Canadian Chamber of Commerce. He told delegates attending the Chamber's 40th annual meeting in Halifax in September that if the Prices and Incomes Commission could not work out a formula for voluntary price restraint, business and industry might consider leading and supporting this cause.

"The road to price stability will not be painless," Mr. Leach said, "but it is a prize worth the perseverance and sacrifices encountered along the way." This way, Mr. Leach believes, is not through controls but through increased productivity. "Wage increases unrelated to increased productivity force up costs and prices. We

ployment available in such a fashion that it would b more attractive for the individual to work, despite pe sonal economics, and maintain his or her self-respect? There were unquestionably many mothers of small chi dren who would prefer to work and had to stay at hom because there were no day care facilities available. M Leach suggested that perhaps certain industries or bus nesses could pool together and provide facilities of th kind.

Speaking also on the utilization of human resource Arnold Hart, chairman of the Bank of Montreal, di closed that his bank would start a small-scale pilo project in large urban areas and seek out "young peopl who have never, either because of the lack of appropr ate skills or because of an unsatisfactory environmenta

Beyond the profit motive

know we cannot take more from the economy than it can provide. To make a breakthrough, we must improve our productivity performance and make the most efficient use of resources at our disposal, both material and human."

In the realm of human resources, Mr. Leach suggested that **businesses and professions should be prepared to develop employment opportunities for the first-offender on his release from prison.** "Could we help prepare that person for employment through our participation in vocational or technical training during his term, so that not only does he have a bit of a skill at least, but more importantly, has a challenge and a future looming ahead of him?"

Mr. Leach said that we are critical of practices that tend to make it easier for the individual to subsist on welfare rather than work. "But to what extent are we examining our own businesses to see whether we could make em-

background, been able to establish a good employmen record."

Specifically, they will be looking for people who hav the ability to reach a level of achievement necessar to hold down a steady job. **"Details of our program hav not yet been worked out but it must obviously be a blen of remedial education, counselling, and on-the-job train ing, with financial support during the process, and wit the promise of a job at the end of the training perio** if they come up to the required standards." Mr. Har said that they would rely on the extensive experienc of major banks and other employers in the Unite States, and would take advantage of help from govern ment agencies such as the Manpower Division of th Department of Manpower and Immigration.

"We may fall flat on our faces, or we may find, as many employers in the United States have found, that we have uncovered a hitherto untapped and undeveloped source

productive workers capable of playing a useful role employees and as members of the community," Mr. art said. "But let there be no mistake about our mo-ves. Compassion is certainly a factor but it is only a art of the mix. Our motives are firmly rooted in concern r the healthy development of the total society in which e operate, and the knowledge that our own long-run rporate interest will be best served if we participate lly in the search for solutions to some of the more ifficult problems facing society in our time."

oncern for public welfare

he new President of the Canadian Chamber of Com-erce, J. Allyn Taylor, told delegates that a recent uthoritative survey in the United States showed that



n overwhelming majority of young Americans are con-inced that business is too profit minded and too little oncerned with public welfare. Mr. Taylor is President and Chairman of Huron and Erie Mortgage Corporation nd Canada Trust Company, London, Ont. "This should e a matter of the deepest concern to all of us. Whether we like it or not, the men and women who will man nd run our industries and commercial enterprises only a few years from now will have to come from the ranks of today's youth," he said. "We won't bridge the gap and we won't solve the problem by preaching and pro-paganda. This is the smartest, best-educated generation of young people in all history. They think. Even behind the dress and the deportment of the extreme fringe, there are many keen, probing, and thoughtful brains. We shouldn't underrate them. They have the stuff to make this a far better nation than we have known, once the immaturity wears off and their ideas start to jell."

There were a number of social problems the Chamber had to consider and attack if it were to fulfill its purpose, he said. "To this end we should urge much greater emphasis in the coming year upon areas of social concern, so that the Chamber may give new dimensions to its image and rid itself of the unfair accusation sometimes levelled that everything we do is prompted by vested business interest."

A new approach to welfare

Dr. W. H. Cruickshank, Vice-President of Bell Canada, believes that **there should be "a radical change in our approach to welfare," with rehabilitation as the keynote.** What is needed, he said, is a much more individual approach, strictly related to family need rather than any universal formula. Any guaranteed income plan would have to carry an escalator clause to make allowance for the rising cost of living. Another thing to consider about a guaranteed income plan was its possible impact on the labour field.

"If the guaranteed income is higher than the minimum wage levels for unskilled workers, it will put a premium on idleness. The lowest scale of unskilled workers will, therefore, have to be revised upwards to provide the essential financial incentives for seeking employment and for remaining on the job," he said. "This will mean either higher labour costs or reduced employment opportunities, or both, with increased numbers of people progressively descending below the poverty line."

Canadians, he said, give $3.5 billion a year to welfare. "To get the best job for our dollar, we may find it necessary to drastically reduce the universality of our

welfare allowances." Dr. Cruickshank believes that a program aimed at sustaining and rehabilitating the poor is needed. "We must satisfy needs—individual needs for food, clothing and shelter. But we should also keep in mind the need for encouraging the recipients, and particularly their children, to develop into self-respecting, independent, economically productive units."

Alfred Rouleau, President of La Sauvegarde and L'Assurance-Vie Desjardins, believes that one of the weaknesses of those who accept or reject the idea of a guaranteed minimum income is their failure to distinguish between the assistance that must be given to those who are unable to work and the assistance required by those who are employable. "The fear exists that to guarantee a minimum income would result in a diminishing desire to work, and we seek all kinds of means to provide incentives to work." Mr. Rouleau thinks that **one is too easily inclined to forget that a large proportion of the poor are unable to work because of sickness, infirmity, or disability.**

In Quebec at the present time, he said, 85 to 90 per cent of those in need of social welfare are considered as unemployable. "What is keeping us from immediately solving the problem of this majority and, in the meantime, from finding a solution to assist the remaining 10 or 15 per cent who require social welfare but who are fit to work?" In our desire to eliminate all poverty by some unique or magic formula, he said, we are inclined to focus our attention on the poor as a whole, forgetting "the poorest of the poor," namely widows and young children. "The most recent Canadian statistics available would indicate that out of 800,000 adults, social welfare cases, and pensioners of all categories, only 23,000 men were employable. Why not provide a minimum guaranteed income to persons already receiving social assistance and who are not employable? By so doing, we would have really seriously started to wage war on poverty."

Inflation

Delegates were warned by David S. R. Leighton, Professor, School of Business Administration, University of Western Ontario, that there will be an increased consumer uproar over inflation, resulting in increased government intervention. "Resistance at the buying level will increase, not decline," he said. **"If voluntary restraints don't work, there will be strong pressure for something involuntary—that is, price control. That this is a very real possibility, make no mistake.** It exists today in France, and it exists, in effect, in large sectors of the U.K. economy. What I am saying is that business and labour either make the system work, or the Government will. I firmly believe that consumers will not only support you in trying to make it work, they will insist that the Government move in if you can't make it work."

The federal Government's efforts to cut expenditures are to be commended, thinks C. H. Scoffield, General Manager of the Canadian Chamber of Commerce. Many economists, he said, believe that the heart of the inflationary problem lies with government spending at all levels. But Mr. Scoffield is leery of government-imposed controls in an attempt to curb inflation. "This road should be avoided at all costs since the bureaucratic paraphenalia of controls is difficult to dismantle once the need has passed. Moreover, controls add to distortions in the economy and create more problems than they solve."

The first half of 1970 will be a critical period, Mr. Scoffield said. He predicted that Canada's gross national product will rise by 9 or 9.5 per cent, but more than 4 per cent would be swallowed up by higher prices. It was obvious that inflationary pressures in the economy had to be stopped, he said, but "the best that can be expected and hoped for is sufficient voluntary restraint to create some uncertainty into the outlook and to lower the inflation temperature by several degrees."

The Bank of Canada clearly supports the federal Government's Prices and Incomes Commission. "To the extent that the Commission can encourage understanding of the costs of inflation, and can organize self-restraint in the determining of prices and bargaining for incomes," said J. R. Beattie, Deputy Governor of the Bank of Canada, "it will lessen the degree and duration of fiscal and monetary restraint that would otherwise be needed to restore stability. The rewards, in the form of an earlier return to full sustainable growth and less potential loss of employment and output in the meantime, could be substantial."

Mr. Beattie said that when there are strong expectations of inflation, the time lags between the imposition and effect of restrictive policies can create problems concerning public understanding and support. "It is the lag that occurs after the growth in real demand has been decelerated, but before this has produced a substantial moderation of price and cost increases. **If restraint is maintained until the moderation occurs there may be temporary under-utilization of capacity." But conversely if restraint is relaxed very early for fear of overkill, he said, people may conclude that inflation is a fact and may react in a way that renews and increases inflationary pressures.**

Because our affairs are so heavily influenced by what happens in the United States, some have questioned whether there is much use in trying to restrain inflation in Canada unless the United States succeeds in restoring price stability there," Mr. Beattie said. "If the United States is going to achieve price stability, is much anti-inflationary effort needed on our part?" These are good questions without comforting answers, he said. The United States economy is richer and more productive than ours so that the level of income and consumption is appreciably higher. But advertising and communications media pressure us into paying for and consuming more than we produce, he said and, if this continues, we may well have a bigger anti-inflationary job on our hands than has the United States.

It is true that the consumer price index has been rising a little more rapidly in the United States than in Canada in recent months, but the opposite is true of wage rates and unit costs. If we were to allow our performance in resisting inflation to lag behind that of the United States, we would have balance of payments and exchange problems injurious to our economic growth."

Many Canadians are under the impression that inflation helps economic growth and that attempts to restrain inflation are hostile to the growth of the economy and full employment. This is not true over any reasonable period of time, Mr. Beattie said. **"I believe that price stability is a necessary condition for achieving the maximum increase in employment and output."**

Canadian Chamber of Commerce President J. Allyn Taylor believes that inflation can't be controlled as long as wage increases are out of line with productivity. Mr. Taylor said in an interview that control of inflation is fundamental in a country that is as exposed to world markets as Canada. "While labour's increases in pay should reflect increased productivity, business, too, has the responsibility to see that price increases reflect only increased costs, and are not jumped up arbitrarily." **Business has responsibilities beyond the profit motive, he said, and for this reason the Chamber will pay more attention than ever to urban problems.**

Out of the conference emerged a pattern of deeper concern for Canada's social and economic welfare. As well as the Bank of Montreal's pilot project to help young people to establish better employment records, and the Chamber's schemes to organize a national committee to promote summer employment and to study urban problems, the Chamber discussed other areas of positive action. These were: alerting the public to the dangers of inflation; starting a dialogue between university students and businessmen; getting retired executives into community service; working towards uniformity of pollution control; and encouraging a complete investigation into the use of pesticides.

The Chamber showed their concern also for the Indians and Métis. It sought federal-provincial co-operation in a program that would permit them to "become free and equal citizens of Canada while retaining their cultural heritage." **Local boards with sizable Indian populations were urged to investigate their needs, establish programs of assistance, and take an active part in working with appropriate authorities.**

The Chamber expressed disapproval for the Woods Task Force on Labour Relations in an 8,000-word brief to the Canada Department of Labour. They said that it would not reduce conflict in the Canadian industrial relations system. The Chamber recommended that "the Minister of Labour be empowered to delay the resort to industrial conflict by a host of measures . . . including mediation by tripartite conciliation boards and single conciliation officers; inquiries by independent or tripartite boards with power to make public recommendations and/or make findings of fact; and voluntary arbitration." The Chamber believes that compulsory collective bargaining should not be extended to supervisory employees and employees engaged in labour relations as this would create additional conflict, would be prejudicial to the functioning of the economy, and serve no apparent purpose. **"The Chamber remains of the view that strikes in the public service should not be tolerated and, therefore, that the right to strike ought not to be available to federal civil servants."**

The following officers were elected to the National Board of Directors for 1969-70—President, J. Allyn Taylor; 1st National Vice-President, A. Gordon Archibald, President and Chairman of the Board, Maritime Telegraph and Telephone Company Ltd., Halifax; 2nd National Vice-President, Georges L. Demers, Q.C., President, Sterling Securities Ltd., Quebec, Que.; and Chairman of the Executive Council, Donald N. Byers, Q.C., Byers, McDougall, Casgrain & Stewart, Montreal. The Chamber's next convention will be held in Vancouver, September 20-24, 1970.

Federations of labour conventions

Ontario

The federal Government and the Prime Minister are waging an unequal propaganda campaign to make workers seem to be the villains of the inflationary cycle, CLC President Donald MacDonald told delegates to the Ontario Federation of Labour convention in London, Ont. Held in November, the convention was attended by 1,006 delegates.

Mr. MacDonald said that workers are sick to death of being made the "fall guys" by a Government that was itself largely responsible for inflation. He challenged the Government to prove him wrong and demonstrate its readiness to demand a sacrifice from management—a sacrifice that would mean the controlling of profits. Until that happens, Mr. MacDonald stressed, Canadian unionists would continue to resist the guidelines of the Prices and Incomes Commission.

Canada's major problem in 1970 may not be inflation but unemployment, OFL President David Archer told the convention. Mr. Archer was re-elected to the presidency, a post that he has held since 1957. He said that the labour movement is aware of the insidious effects of inflation, that tend to affect most strongly those least able to bear it. And he went on to say that the call for wage restraints usually comes from those who are well off. He singled out Bank of Canada Governor Louis Rasminsky who, he said, recently voted to double his own salary.

The convention called for five major changes in Ontario' medical care plan. They are: The establishment of system of collective bargaining between the Governmen and doctors before any new changes in the medical fe schedules; phasing out of private carriers that have bee allowed to act as agent for OHSIP; establishment o a committee of the Ontario Legislature to investigat the reserve funds built up by health insurance compa nies; reduction or elimination of OHSIP premiums extension of present health services to include drugs appliances, dental care, nursing, physiotherapy, ey glasses, and hearing aids; and financial support for th establishment of community health services.

In other areas, the convention passed resolutions sayin that:

Ontario should pass legislation making it clear that an worker has the right to refuse overtime, and legislatio that would limit to 100 hours the amount of overtim any employee can work in a year.

Retail stores should remain closed on Sunday, becaus Sunday operations could increase costs that would b passed on to the consumer in the form of higher prices



The Government of Ontario should outlaw employment agencies, and the federal Government should enact legislation to prohibit the setting up of new agencies, because some employees have to forfeit up to one third of their pay to operators of temporary help agencies that find them jobs.

The cost of membership in the OFL will be increased by three cents a member each month to eight cents a month.

The OFL rejects government suggestions for income policies that seek to curb increases on workers' wages, and it opposes also federal guidelines on salaries for government employees.

The OFL will take whatever steps are necessary to fight any attempt by the Government of Ontario to put into legislation the "anti-union" Rand report (L. G. 1968, p. 686). The Federation wants Ontario to raise its minimum wage to $2.50 an hour from the present general rate of $1.30.

The Government of Ontario should establish local advisory committees to consider trade union certification if necessary to provide closer ties between the training needs of the communities and the educational and retraining branches of the Government.

The Government should implement some form of guaranteed annual income, and adopt the Freedman report recommendation concerning the effects of technology on bargaining (L. G. 1966, p. 4).

British Columbia

The British Columbia Federation of Labour must spend more money on public relations if it is to improve its image, Federation President E. T. Staley told delegates to the Federation's annual convention in Vancouver. He said that employers spend more than labour on public relations, trained staff, central co-ordination, and electing the political party of their choice. Mr. Staley admitted that labour has a bad image in B.C., and he charged that employers spend millions each year spreading anti-union propaganda. The Federation does little to counteract this and, as a result, faces a hostile public instead of getting the support it deserves, he said.

Delegates to the convention passed a resolution urging that the Federation continue the fight to remove Bill 33 from the statute books of B.C. (L. G. 1968, p. 460). This bill led to the setting up of the B.C. Mediation Commission. The delegates also passed a resolution calling for the Federation to reiterate its policy of non-co-operation with the mediation commission and its policy of encouraging affiliated locals not to appear before the commission. Other resolutions condemned the B.C. Government for its "indiscriminate" use of ex parte injunctions; called for shorter work hours to provide more leisure time for workers; and called for a fight to ensure additional jobs and to have more workers employed rather than making excessive use of overtime.

The convention passed a resolution asking affiliates to look at the possibility of an automatic dues increase structure for their members, based on a percentage of income and wage increases. Federation Secretary-Treasurer Ray Haynes told delegates that the system is needed because the Federation needs money to better represent affiliated unions. He charged that it was the lack of money that was partly responsible for the poor labour image in the province. The delegates passed also a resolution urging the nationalization of the Canadian Pacific Railway, described by one delegate as "the company that stole half of Canada." Other resolutions asked for: a compulsory provincial government auto insurance scheme; higher income tax exemption rates; and changes in the federal and provincial election acts to provide loggers with four clear hours of time to vote. The Federation will press also for changes in the Industrial Relations and Disputes Investigation Act that at present makes it an indictable offence for railway workers to honour picket lines of other unions.

Convention delegates refused to commend the Federation's executive for their work during the past year. A majority of the more than 400 delegates rejected a report that stated the executives "at all times considered the best interest of the trade union movement in the province." But the delegates returned to office five officers by acclamation and two on the first ballot in three-way elections. Returned to office by acclamation were: President E. T. Staley, Carpenters Union; First Vice-President Jack MacKenzie, International Woodworkers of America; Second Vice-President George Johnston, Meatcutters Union; Fourth Vice-President Donald Crabbe, CUPE, and Fifth Vice-President Donald Dunphy, United Steelworkers of America. In the election for Secretary-Treasurer, Raymond Haynes was re-elected. Leonard Guy, International Typographical Union, was returned as Third Vice-President.





Joseph Morris

Prices should be made subject to controls that already apply to wages, Joseph Morris, Executive Vice-President of the Canadian Labour Congress, told delegates to the convention. Mr. Morris said proposals that had been made by the federal Prices and Incomes Commission, and rejected by organized labour, placed an unfair burden on Canadian workers. The CLC had persistently sought the fullest possible inquiry into the causes of prevailing inflationary trends. The Commission had been charged with this responsibility, but it had failed to take such action, he said.

"The Commission has given no evidence of carrying out any of these instructions," Mr. Morris said. "There have been no indications whatsoever that they have even attempted to analyze the causes of the difficulties. They have taken a much easier path—they have come up with a ready-made remedy; and, once again, it is the workers who are expected to carry the brunt of the load."

Explaining his charge that labour was being unfairly treated, Mr. Morris said that the Commission had failed to give any satisfactory answer to the question of how such factors as executive salaries, professional fees, profits, interest rates and real estate speculation was to be controlled. **Workers seeking wage increases were already required to follow a lengthy procedure of negotiations and, if no agreement was reached at that stage, there was a conciliation process that required the union to prove the justice of its proposals. "Why shouldn't the people who control prices get the same treatment?" he asked.**

Mr. Morris cited the disparity in the positions of labour and management in the steel industry. The United Steelworkers had followed all the requirements of the law and had finally reached the point where it was legal to strike, he said. At the Steel Company of Canada, Hamilton, the strike lasted 81 days before an agreement was reached. The union was careful to explain that, because of increased productivity, the terms of the settlement should not result in a price increase. In less than a week, the company raised its prices by 6 per cent. In contrast with the course the workers had to

follow, management was not required to appear before any body or make any explanation of the justice of its action. After some pressure, the Prices and Incomes Commission had agreed to undertake an investigation of the steel situation; but management was insisting that the hearings be held behind closed doors, while the union was pressing for an inquiry open to the public. "It doesn't take much imagination to see who has something to hide—and it isn't the union," Mr. Morris said.

The voluntary guidelines on income and prices that the Commission had proposed would not work, Mr. Morris said. They had failed in other countries and had been rejected by some of the world's leading economists. Serious unemployment was forecast by Mr. Morris for the coming months. Unemployment figures were already rising, and there was agreement among many economists that they would go considerably higher, to 6 or even 7 per cent. Measures favoured by the Government to slow down the economy were likely to make the unemployment situation much worse than it would otherwise be. There was a great danger of "economic overkill," Mr. Morris said.

Committee reports

Trade union membership in British Columbia is edging upward, but is handicapped by the province's labour laws, says a report of the Federation's organizing committee. The report showed that, in 1968, 43.5 per cent of the province's labour force held union membership. This represented a slight increase over 1967, but it was still considerably below the peak figure of 53.9 per cent reached in 1958. Urging intensified and more united campaigns to encourage workers to join unions, the committee said that this could be one of the most effective ways to wage war on poverty.

Noise is becoming an increasing health hazard to industrial workers, a committee reported to the convention. The Federation's compensation and safety committee recommended that the provincial government take immediate steps to conduct an extensive study of the effects of industrial noise. The committee suggested also the appointment of a health and safety commission as an advisory body to the Workmen's Compensation Board. The new body would be composed of representatives of labour, management, the medical profession and the general public.

Proposals for the establishment of a closer relationship between trade unions and Indian organizations were placed before delegates to the convention. The Federation's human rights committee, in a convention report, recounted examples of co-operation, but stated that more could be done. The report suggested that, in addition to developing a stronger relationship at the top level of organizations, local unions should continue to assist Indian workers in locating employment opportunities. The committee also urged that any incidents of discrimination should be fully exposed.

Delegates were challenged to individually and collectively throw their weight behind the protection of the province's natural resources. In a report packed with statistics on pollution and the misuse of resources, the Federation's natural resources committee warned: "It's your life and only you can save it. You're going to have to raise hell with every person in authority from PTA to the federal Government. We don't want just laws; we want action—now."

The forest industry came under attack with the statement that, as an industry enjoying one of the fastest growth, sales and profit records in Canada, it was not entitled to the government assistance it now receives. "The financial return to the people of B.C. from their publicly-owned forests is completely inadequate," the report said. "The forests of B.C. should be the main source of revenue in our province to help pay for our schools, colleges, universities, hospitals, and the social welfare of our people and the forests' own perpetuation, not just the treasure trove of industry." The committee proposed that all companies engaged in the forest industry be required to publish financial statements on their forest operations.

Turning its attention to the mining industry and strip mine operations, the committee commented: "There is one dubious benefit—you won't need to take a trip to the moon; all you'll need to do is follow the mining industry in B.C."

Employment fatalities

Third quarter, 1969

The Department has received reports on 209 employment fatalities that occurred in Canada during the third quarter of 1969. During the previous quarter, 262 fatalities were recorded. This is 103 more than the previously published total of 159 (L. G., Nov. 1969, p. 668). In the third quarter of last year, 291 fatalities were recorded, 18 more than the previously published total of 223 (L. G., Feb., 1969, P. 100).

During the quarter, four multifatality accidents brought death to 13 workmen. In July, seven workers lost their lives: four were killed when a helicopter crashed near Pickle Lake, Ont.; and three Alberta miners were killed by a cave-in at the McIntyre Porcupine Mine. Three Vancouver fishermen were drowned when their ship, the B.C. Clipper Ship, burned and sank in August; and in September, three aircraft employees were killed when their plane crashed near Campbell River, B.C.

Three industry divisions accounted for 58.9 per cent of the total number of fatalities (see Table H, p. 000). **Of the total, 24.4 per cent occurred in construction, 20.6 per cent in transportation, and 13.9 per cent in manufacturing.** The remaining 41.1 per cent were distributed in the other industry divisions as follows: mining, 9.1 per cent; forestry, 8.6 per cent; agriculture, 7.7 per cent; public administration, 6.2 per cent; services, 4.3 per cent; fishing, 2.9 per cent; and trade, 2.3 per cent. No fatalities were reported for finance.

The 25-44 age group accounted for 47.4 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 26.3 per cent, and the remaining 26.3 per cent were distributed among the other age groups as follows: 20-24 age group, 12.9 per cent; and the 14-19 and 65-and-over age groups, 6.7 per cent each.

Three occupational divisions accounted for 61.7 per cent of the total fatalities: craftsmen, production process and related workers, 32.5 per cent; transportation and communication workers, 15.3 per cent, and labourers and unskilled workers, 13.9 per cent. The distribution of the remaining 38.3 per cent among the other occupational divisions was as follows: loggers and related workers, and miners and related workers, 9.1 per cent each; farmers, 7.2 per cent; managerial workers, 4.8 per cent; professional occupations workers, 2.9 per cent; service and recreation workers, 2.3 per cent; fishermen, 1.9 per cent; and clerical and sales employees, 0.5 per cent each.

Three accident-type categories accounted for 70.8 per cent of the total number of fatalities. These were: struck by different objects, 27.7 per cent; collision, derailments and wrecks, 25.4 per cent; and falls and slips, 17.7 per cent. The remaining 29.2 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 11.0 per cent; contact with electric current, 7.7 per cent; inhalations, absorptions and industrial diseases, 5.3 per cent; overexertion, 2.3 per cent; and striking against and stepping on different objects, and miscellaneous accident, 0.5 per cent each.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 67.4 per cent of the fatalities in transportation, 56. 9 per cent in construction, 47.4 per cent in mining, and 41.4 per cent in manufacturing. The 45-64 age group accounted for 34.5 per cent of the fatalities in manufacturing, and 25.5 per cent in the construction industry.

An examination of the concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 56.9 per cent of the fatalities in the construction industry and 51.7 per cent in the manufacturing industry. Transport and communications workers accounted for 55.8 per cent of the total number of fatalities that occurred in the transportation industry, and labourers accounted for 33.3 per cent in the construction industry.

An analysis of cross-classification of industry divisions by main accident-type categories reveals that, in the transportation industry, collisions, derailments, and wrecks were responsible for 46.5 per cent of the fatalities, and another 25.6 per cent were the result of workers being struck by objects. In the construction industry, being struck by objects resulted in 29.4 per cent of the fatalities, and falls and slips accounted for another 27.5 per cent. During the quarter under review, there were 88 fatalities in July, 74 in August and 47 in September. **By province, the largest number of fatalities, 62, occurred in Ontario; in British Columbia there were 58; and in Alberta, 29.**

Labour legislation in 1968-69

Part 4: Labour relations

During 1968-69, Québec made major changes in the Québec Labour Code and set up a new system of collective bargaining for the construction industry.

The amendments to the Labour Code made by Bill 50 in June 1969 set a precedent in the administration of labour relations legislation in North America. The Québec Labour Relations Board was abolished and replaced by a new administrative organization within the Department of Labour and Manpower and a Labour Court. The purpose behind the changes was to make administration more flexible, to accelerate the certification process, and to simplify the hearing of cases arising in the application of the Code. To eliminate delays, short time periods have been set, both for the various stages of the certification procedure and for the hearing of cases by the Labour Court. Provision is made also for the information of the public concerning certification cases, through the requirement that certain documents and the decisions of the Labour Court are to be made available for examination, and that sittings of the Court are to be open to the public.

The new system of certification comprises three stages—the investigator, the investigation commissioner and the Labour Court.

The chief investigation commissioner has been given responsibility for co-ordinating and directing the certification procedure. The role of the investigator is mainly administrative; he will issue certification on the spot in clear-cut cases. The investigation commissioners have taken over the Board's investigative role; they will handle the more complex cases and make extensive inquiries.

The Labour Court has been given exclusive and final jurisdiction to hear appeal cases arising out of the decisions of the investigation commissioner. In addition, all penal prosecutions under the Code must, in the first instance, be tried in the Labour Court.

Another amendment to the Code was aimed at eliminating company unions. "Recognized" associations were removed from the protection of the Code; as a result, only certified unions may now make binding collective agreements.

The Construction Industry Labour Relations Act, which went into force on December 18, 1968, established a collective bargaining system adapted to the particular needs of the industry. Certification has been abolished. Associations of employers and employees recognized by the Act as representative are now required to negotiate a collective agreement leading to the adoption of a decree that will determine working conditions. Bargaining is by region for the entire industry.

The Saskatchewan Trade Union Act was amended to provide for the taking of a vote after a strike has been in progress for 30 days, and to add a "hot cargo" clause.

Several provinces dealt with labour relations in the public sector. **The New Brunswick Public Service Labour Relations Act came into force on December 1, 1969, giving public servants collective bargaining rights, including the right to strike.** Nova Scotia brought municipal policemen under the Trade Union Act, while Ontario made binding arbitration procedures governing hospital employees applicable to a wider range of institutions, such as nursing homes.

uébec Labour Code

he Québec Labour Code was amended twice during 969. Basic changes were made in Bill 50, assented to n June 13, with Bill 65, assented to on October 23, dding administrative and procedural details.

s a result of amendments removing from the Code ll references to "recognized" associations—namely, as- ociations voluntarily recognized by the employer hrough the making of a collective agreement as repre- entative of all or some of his employees—only certified ssociations may now negotiate and enter into a collec- ive agreement within the meaning of the Code. All ollective agreements made by "recognized" associations nd filed in accordance with the Code were declared ull and void. Only one collective agreement may be nade for a bargaining unit.

A change of more fundamental importance was that the Québec Labour Relations Board was abolished, and its functions assigned to civil servants and a Labour Court. Speaking in the National Assembly, the Minister of Labour and Manpower stressed the desirability of separating administrative problems from problems related to the administration of justice.

Accordingly, the amendments to the Code placed the responsibility for the certification procedure and the performance of certain other administrative functions, such as dealing with unfair practices complaints, on three new categories of officials to be appointed to the Department of Labour and Manpower: investigators, investigation commissioners and a chief investigation commissioner.

The Labour Court, which, like other provincial courts, is subject to the supervision of the Minister of Justice, has exclusive jurisdiction to hear and decide in appeal any case arising from a decision of an investigation commissioner or, in certain instances, of the chief investigation commissioner. It is also a court of first instance in penal prosecutions brought under the Code.

The changes in the law were recommended by the Advisory Council on Labour and Manpower (formerly the Superior Labour Council), of which five members are named from the most representative employee associations in the Province, and five members from the most representative employer associations.

Certification procedures

Applications for certification are to be made to the chief investigation commissioner by means of a petition authorized by resolution of the association. The petition must indicate the group (bargaining unit) that the association wishes to represent. The association must send a copy of the petition to the employer, who, within five days, must post the complete list of the employees contemplated by the petition, and send a copy of the list to the association seeking to be certified.

The chief investigation commissioner is to give notice of the petition by entering it in a public register in the office of the Department at Québec or Montreal, as the case may be, depending on whether the undertaking concerned is in the Québec or Montreal region. (The electoral districts of the province included in the Québec and Montreal regions were listed in the general regulations issued under the Code.) A copy of the petition and the register must be available to the public during office hours.

The chief investigation commissioner must immediately send an investigator to assure himself of the representative character of the association, and to ascertain whether the employer and the association agree on the bargaining unit. If this is the case, the investigator must immediately certify the association, indicating which group of employees constitutes the bargaining unit. If this is not the case, he must report to the chief investigation commissioner, stating his reasons for refusing certification. A copy of his report must be sent to both parties.

If a certified association already exists, or if more than one association has applied for certification, the chief investigation commissioner is to refer the matter to an investigation commissioner.

A complaint made under Sec. 11 of the Code to the chief investigation commissioner by a third person or an interested party (alleging employer interference with union affairs) will have the effect of suspending the investigator's inquiry, and the matter must then go to the second level—that is, investigation by an investigation commissioner, who must examine the merits of the allegation. The regulations lay down the form the complaint must take, and the procedure to be followed in the investigation.

If the procedure at the first stage does not result in certification, an investigation commissioner designated by the chief investigation commissioner must decide, after an investigation, the representative nature of the association. In such cases, only an employee included in the bargaining unit or an interested employee association is deemed an interested party.

After an investigation held in the presence of each association concerned and the employer, the investigation commissioner must also settle any question regarding the bargaining unit. For the purposes of his investigation, the commissioner has all the powers formerly vested in the Labour Relations Board (the powers of a commissioner appointed under the Public Inquiry Commission Act).

The commissioner must render his decision, giving reasons for the action taken, not later than three days after completing his investigation. If necessary, he must describe the bargaining unit. Copies of the decision must be sent to both parties.

An investigation commissioner is authorized to revoke certification if an association has ceased to exist, or if it no longer represents the majority of the group for which it was certified. Notwithstanding the provision stating that only an employee included in the bargaining unit or an interested employee association is deemed an interested party in representation matters, the Code permits an employer to request the investigation commissioner to determine whether or not the association still has majority support.

If he has an application before him for certification, or for reconsideration or cancellation of certification, an investigation commissioner may order suspension of negotiations and of the time limits for collective bargaining, and may prevent the renewal of a collective agreement.

An investigation commissioner may reconsider or cancel, for cause, any certification decision or order, provided that an appeal from a decision of an investigation commissioner is not pending before the Labour Court. In



these proceedings, the parties must be given a chance to be heard. A copy of any decision regarding certification or decertification must be sent forthwith to the chief investigation commissioner by the person who rendered it.

Labour Court

An appeal may be made to the Labour Court from the decision of an investigation commissioner. Leave to appeal must first be obtained from a judge of the Court, and such leave must be applied for within 10 days of the decision of the investigation commissioner. The commissioner, upon being served notice of the motion of appeal, must immediately transmit to the Court the record of the investigation and lists of the members of the associations concerned. He must send to each of the parties a copy of the record of the investigation. The judge's decision granting or refusing permission to appeal must be made within five days. The granting of leave to appeal suspends the carrying out of the decision appealed from, unless the judge orders a provisional execution in cases of exceptional urgency.

The Court sitting in appeal may confirm, amend or quash any decision referred to it, and render the decision which, in its opinion, should have been rendered in the first place. In any appeal case, the parties must be allowed an opportunity to be heard.

The Act sets very short time limits for the appeal procedure. The appeal must be heard within 15 days after leave to appeal has been granted, and a decision given within 15 days after the end of the hearing. The Court's decision in certification matters is not subject to further appeal. The original decision must be kept in an office readily accessible to the public. Copies must be sent to each interested party and to the chief investigation commissioner.

The Labour Court created by the amending legislation is, in effect, a specialized division of the Provincial Court, "entrusted with rendering decisions in labour litigation." Its members are appointed from the judges of the Provincial Court. The Act makes it obligatory that there be consultation with the Bar of the Province, and with the Advisory Council on Labour and Manpower, before members are appointed. The Court is to consist of a Chief Judge, an Associate Chief Judge, and a sufficient number of other judges for the rapid despatch of the business submitted to the Court. The clerk of the Court and other staff required are to be appointed and remunerated in accordance with the Civil Service Act.

The Minister of Justice is responsible for the administration of the parts of the Code dealing with the Labour Court, and each judge must provide him with a monthly report of the number and details of the cases heard by him during the month.

The Court has exclusive jurisdiction to hear and decide appeals from a decision of an investigation commissioner who closes a case, and from a decision of the chief investigation commissioner under Sec. 8 or 9 (issuing of permits to union representatives giving them access to lumber and mining camps).

With regard to the decision of an investigation commissioner, the right of appeal to the Court is limited to the following persons: 1. in matters respecting refusal or granting of certification, any employee in the bargaining unit or any employee association concerned; 2. in matters respecting the bargaining unit, the employer, the certified association or a rival petitioning association; and 3. in any other matter, any interested person.

The Court has exclusive jurisdiction also to hear and decide in the first instance any penal prosecution brought under the Code. Only in these cases may its decisions be appealed to a higher Court. A penal prosecution may be initiated by any interested party or the chief investigation commissioner. Every member of the Court is competent to hear and decide alone any matter submitted to the Court.

When sitting otherwise than in penal matters, the Court and its members have the powers of a commissioner under the Public Inquiry Commission Act; when dealing with certification, they have the powers of an investigation commissioner (with all the investigative powers formerly vested in the Labour Relations Board to determine the right of an association to be certified). When sitting in penal matters, the Court and each of its members have the same powers as one or more justices of the peace.

A case will be tried in the chief centre of the judicial district in which it arises, unless the parties agree otherwise or the Chief Judge decides that the case will be tried elsewhere for reasons of public interest. **Sittings**

of the Court are to be public unless, for reasons of public order, private sittings are ordered. The parties may examine witnesses and present arguments. Witnesses are granted the same privileges and immunities as witnesses before the Superior Court.

Regulations governing the procedures of the Labour Court and the trial of cases before it are to be drawn up, after consultation with the Advisory Council on Labour and Manpower, by a majority of the members of the Court at a meeting called by the Chief Judge for the purpose. These regulations must be approved by the Lieutenant-Governor in Council.

Other functions

Certain other matters are declared by law to be within the competence of the Labour Court. **The Labour Court may dissolve an association of employees, after giving it an opportunity to be heard, if proof is established that it has participated in an infringement of Sec. 11 (the section forbidding employer interference with union affairs).**

The Labour Court is given the task of determining what employees in the government service are engaged in work of a confidential nature, and are thus excluded from collective bargaining. The Code lists as examples of confidential employees: conciliation officers and investigators in the Department of Labour and Manpower; employees of the Executive Council; employees of the Treasury Board or the Civil Service Commission; and employees in the office of a Minister or a director of personnel.

The Labour Court is given exclusive jurisdiction also to hear any suit by an employee to recover the compensation fixed by the investigation commissioner following a dismissal, suspension or transfer for union activities. The order of the Labour Court will then be homologated, upon a motion of the employee or the chief investigation commissioner, by the Superior Court or the Provincial Court, according to the amount of the compensation fixed by the order.

The Labour Court now assumes the role and powers formerly exercised by the Labour Relations Board under the Civil Service Act with regard to government employees who are employees within the meaning of the Code. It must decide all disputes arising from the exclusion from or inclusion in the bargaining unit of an employee or class of employees, and it has the power to cancel a certification and grant another under the conditions prescribed by the Code.

Under the Civil Service Act, the Labour Court has the duty also of determining the essential services that are to be maintained during a strike of provincial employees, if these are not determined by prior agreement of the parties.

An amendment to the Bar Act makes it clear that it is not necessary to be a lawyer to appear on behalf of one or other of the parties before an investigator, an investigation commissioner, or the Labour Court sitting otherwise than on penal matters, within the meaning of the Labour Code.

Other amendments

A collective agreement, or an amendment subsequently made to an agreement, does not become effective until five copies have been filed with the chief investigation commissioner. The party filing must indicate the number of employees governed by the collective agreement. If the agreement has not been filed within 60 days, another association may apply for certification for the bargaining unit. Provided that its application is made before filing has been effected, the other association may subsequently be granted certification.

A complaint regarding dismissal, suspension or transfer for union activities must be made to the chief investigation commissioner within 15 days of the action complained of. The chief investigation commissioner will designate a commissioner to investigate and decide as to the complaint. Where he finds the complaint a valid one, the commissioner may order the reinstatement of the employee within eight days, and fix the amount of the compensation due him for loss of wages and other advantages; but, before making any such order, he must give the parties a chance to be heard.

In the case of a disagreement between the employer and the employee, the amount of the compensation is to be fixed by the investigation commissioner. If the employee fails to take action to recover the compensation owing to him, the chief investigation commissioner may take action on his behalf in the Labour Court. Such action must be instituted within a period of six months.

The Code now authorizes the investigation commissioner to perform a function previously performed by the Labour Relations Board—namely, that of recognizing an employers' association as representing the employers in logging operations.

The issuing of permits under Sec. 8 and 9 to union representatives, thereby giving them access to land where mining and logging operations are carried on, is entrusted to the chief investigation commissioner. Such permits are to be granted under conditions prescribed by the regulations.

The general regulations required to give effect to the Code may be made by the chief investigation commissioner, after consultation with the Advisory Council on Labour and Manpower. The Code specifies, in particular, that the regulations must establish the conditions under which a person may be recognized as a union member, and must provide for a certification system suitable to the temporary and seasonal nature of logging operations, fishing and fish processing. Any such regulations must be approved by the Lieutenant-Governor in Council.

A new regulation, titled "By-Law on the Exercise of the Right of Association under the Labour Code," was approved by Order in Council (No. 3361) on November 5. The conditions under which an employee may be considered a union member for purposes of certification do not differ from those set forth in earlier regulations under the Code.

The amending legislation provided that the chief investigation commissioner, investigation commissioners and investigators were to be appointed and remunerated in accordance with staff requirements, standards and scales established by regulation of the Minister and approved by the Lieutenant-Governor in Council, without regard to the Civil Service Act, which will apply only from July 1, 1970. Moneys required to pay the salaries and expenses of these officials are to be paid by the Minimum Wage Commission.

Construction industry

Labour Relations Act

A new labour relations act adapted to the special characteristics of the construction industry was passed in Québec in December, 1968. The industry was previously governed by the Labour Code and by decrees under the Collective Agreement Decrees Act. The Act was drawn up with the active participation of all the interested groups.

The Construction Industry Labour Relations Act (Bill 290) is based on, and is an adaption of, the decree system that has been in force in Québec since 1934. This system of "juridical extension" of a collective agreement permits the standards of wages and working conditions set in a collective agreement negotiated by a representative proportion of employers and employees in an industry to be imposed by decree on the entire industry within a specified area. A decree thus extends the negotiated standards to all employers and employees who were not party to the collective agreement.

Some of the main features of the Act are as follows: **Unions of construction employees may no longer be certified within the meaning of the Labour Code. The Act no longer gives exclusive bargaining rights to a union having majority support.** Instead, associations of employers and employees are recognized by the Act as representative. Representative associations are required to negotiate a collective agreement determining conditions of employment for all construction trades and occupations in a given territory, with a view to the adoption of a decree. The only collective agreements possible are those negotiated for the purpose of obtaining a decree, and only one agreement may be made for a given territory. The Act contemplates regional and, eventually, provincial negotiations. Strikes and lockouts are forbidden during the term of a decree.

Decrees may contain all the clauses of a collective agreement. They must contain provisions dealing with union security and the checkoff of union dues. **Employees are free to join the association of their choice however. No employer may lay off or refuse to hire anyone because of his membership in a given association.**

The Act provides for a joint advisory commission made up of union, management and government representatives to make recommendations to the Minister regarding specified matters, with a view to developing regula-

tions and standards that would be applicable throughout the Province. A system of arbitration of grievances is provided for. The Act applies to all employers and employees in the construction industry. The Government of Québec is included as an employer.

Representative associations

The Act recognizes two employee and five employer associations as representative for bargaining purposes throughout the Province. Other associations may be recognized as representative by the Minister. (This procedure is similar to one that obtains in France, where representative associations bargain on the national and regional level.) The associations recognized by the Act as representative are: Confederation of National Trade Unions; Québec Federation of Labour; la Fédération de la construction du Québec; L'Association provinciale des constructeurs d'habitations du Québec, Inc.; l'Association des constructeurs de routes et grands travaux du Québec; Corporation of Master Electricians of Québec; and Corporation of Master Pipe-Mechanics of Québec.

All associations recognized as representative in a region may participate in negotiations leading to the adoption of a decree. An association representing less than five per cent of the employees, or less than five per cent of the employers of its class, may participate in collective bargaining leading to the adoption of a decree, but it cannot veto an agreement. An association that wishes to be recognized as representative must apply to the Minister within a fixed period, between the 180th day and the 140th day before the expiration of a decree. The Minister must give his decision to the interested parties not later than 120 days before the expiration of the decree. Where no decree is in force, an application may be made at any time.

The Minister is to assess the representative character of an association using two criteria: the total number of construction employees or employers in the Province, or within the territorial scope of a decree; and trade union membership and dues collected. The Lieutenant-Governor in Council, after consulting the parties, may make regulations regarding the procedure to be followed by an association seeking to have its representative character recognized. **To be recognized as representative, an association, its component associations and affiliates must comprise at least 20 per cent of the employees or the employers, as the case may be, in the Province or in a region.**

If, 120 days before the expiration of a decree, the membership of all the representative employee associations in the territory has dropped to less than 20 per cent of the total number of construction employees in the region, no collective agreement leading to the adoption of a decree may be made. In such a case, the Lieutenant-Governor in Council may make an ordinance regulating employment conditions in the territory, after consulting the representative associations in the Province. The ordinance may cover only the pecuniary matters enumerated in the Act, and the standards set may not be lower than those existing under the previous decree. The Minister, or a parity committee designated by him, is to be in charge of the ordinance, which has the same effect as a decree.

Negotiations

Negotiation procedures are an adaptation of those set out in the Labour Code. The representative associations must begin to negotiate within the 120 days preceding the expiration of a decree. Where no decree is in force, notice may be given at any time, and negotiations must begin within the 120 days following the date of the notice. Negotiations must be carried out diligently and in good faith. Where negotiations have been carried out unsuccessfully for 60 days, an application may be made to the Minister for the appointment of a conciliation officer. The Minister may also, of his own motion, appoint a conciliation officer.

The parties have the right to strike or lockout when a decree expires, or, if there is no decree, 120 days after the receipt of notice to negotiate. A dispute may be submitted to a council of arbitration (conciliation board) as provided for in the Labour Code, if all the representative associations comprising at least five per cent of the employees or of the employers in their class consent to it. A collective agreement signed by an employers' association is binding on all members of the association to whom the agreement may apply, including future members.

Decrees

The procedure for juridical extension is like that contained in the Collective Agreement Decrees Act. On the request of any representative association that has signed a collective agreement, the Lieutenant-Governor in Council may order that the agreement shall also bind all the employees and employers in the construction industry in the Province or in a stated region.

The provisions of the agreement, and a notice of the receipt of the petition, must be published in the Québec Official Gazette and in a French- and an English-language newspaper. Objections must be received within 30 days, and the Minister may order the holding of an inquiry, after which he may recommend the approval of the petition by the Lieutenant-Governor in Council, with whatever changes he thinks necessary, and the adoption of the decree. No changes may be made in the agreement, however, unless they have been agreed to by the representative associations. Similarly, the Lieutenant-Governor in Council may extend, repeal or amend a decree, but only with the consent of the parties. If juridical extension is refused, the Minister must give reasons for his decision. The adoption of a decree will make all the clauses of the collective agreement obligatory and a matter of public order.

If the Minister refuses to recommend the extension of a collective agreement, it will continue to bind the contracting parties. **Under the new system, therefore, there are three possible methods of regulating employment conditions of construction workers: a decree; or, failing a decree, the collective agreement; or, failing a collective agreement, an ordinance of the Lieutenant-Governor in Council (as noted earlier).**

The Act permits special negotiations in the case of construction projects costing $25 million or more and situated outside the Montreal and Québec regions, unless a province-wide decree covering such special projects is in force.

A decree must be for a term of at least one year and for not longer than three years. It must contain provisions respecting job classification, wages, payroll, working hours, overtime, holidays, vacations with pay, notice of dismissal, the complementary social security plan, the term of the decree, and the procedure for amending it. It must also contain provisions respecting union security, including dues checkoff, union delegates, the procedure for settling grievances, and the exercise of recourse by employees against disciplinary measures by the employer.

The possible content of a decree is very wide. The Act lists certain provisions that it may contain—such as seniority, manpower mobility, shift work, night work and Sunday work, wage increases, bonuses, indemnities and allowances, notice boards, cloakrooms and tools—but it states that the enumeration is not limitative.

Representative associations that have signed a collective agreement that has become a decree must form a parity committee, in accordance with the terms of the Collective Agreement Decrees Act. The parity committee supervises and administers all parts of the decree, other than those dealing with grievance matters.

Arbitration of grievances

A grievance regarding such matters as union security, seniority, manpower mobility or notice boards must be referred to a single arbitrator. The arbitrator is to be chosen by the parties during negotiations. If the parties cannot agree, the Minister is to appoint a person from the list drawn up annually by the Advisory Council on Labour and Manpower. The arbitrator has 60 days in which to render his decision, or five days from the end of the inquiry, whichever is earlier. His award is final and is enforceable as a judgment of the Superior Court by filing the decision with the Court. Where there is no decree, any grievance may be submitted to arbitration, in the manner described earlier.

Freedom of association

The Act protects the freedom of association of the employee, while at the same time providing for union pluralism. Both employees and employers are guaranteed the right to belong to the association of their choice and to participate in its activities and management. The Act prohibits certain unfair labour practices by unions and employers.

An employee may resign his union membership within a fixed period, between the 180th and 140th days before the date of expiry of a decree or collective agreement. No union may resort to discriminatory measures against an employee for the sole reason that he belongs to another union or abstains from belonging to any union. No employer may refuse to hire an employee merely because he was not referred to him through a union or a union hiring hall. A union may not refuse membership to an employee because he was not hired through the union employment bureau.

A representative association, or any employee, may submit a complaint to the Minister concerning the application of the provisions dealing with freedom of association. The Minister may appoint an investigator, who is to report within eight days. If by that time the employee has not obtained satisfaction, the matter is to be submitted to a single arbitrator appointed by the Minister from the list drawn up by the Advisory Council on Labour and Manpower. The arbitrator is given 30 days in which to render his decision, or five days after the end of the inquiry, whichever is earlier. The decision is binding and enforceable as an order of the Superior Court. The arbitration award may require reinstatement of the employee with payment of lost wages or reinstatement of the employee as a union member.

If the employee shows to the satisfaction of the arbitrator that he was exercising a right conferred on him by the Act, the burden of proof that there was good and sufficient reason to act lies upon the union or the employer.

Union security

As already indicated, union security clauses included in collective agreements must form part of a decree. **A union security clause may not, however, deprive an employee of his right to belong to the representative employees' association of his choice.** Employers must honour written voluntary irrevocable authorizations for dues checkoff. If an employer receives a notice of revocation during the period in which the employee may resign his union membership, he is obliged to send a copy to the interested association.

Joint advisory commission

A joint advisory commission has been set up to study and make recommendations to the Minister about the possibility of standardizing existing social security plans, the standardization of systems of vacations with pay, the territorial jurisdiction of decrees, and union hiring halls. The Act requires the Lieutenant-Governor in Council to make regulations following the recommendations of the commission regarding union hiring halls. Some unions already operate hiring halls, and the intent of the provision was to implement the recommendations as quickly as possible.

The commission is to consist of one representative from the Department chosen by the Minister, who is to act as chairman, four union representatives (two each from the QFL and the CNTU) and four employer representatives chosen by the representative employers' associations.

Nova Scotia Trade Union Act

Policemen employed by a city or town or by a municipal board, commission or agency have been brought under the Nova Scotia Trade Union Act. They had previously been excluded by judicial interpretation. Police officers who, in the opinion of the Labour Relations Board, are involved in confidential labour relations matters or exercise management functions are excluded from the Act.

Policemen, like employees of government boards and commissions, may not strike until 30 days have elapsed after the time limit prescribed in the Act for other employees. This time limit is 21 days after a conciliation officer has handed in his report to the Minister, or seven days after the Minister has received the report of a conciliation board.

Saskatchewan Trade Union Act

Several amendments were made to the Saskatchewan Trade Union Act. Managerial and confidential employees are not "employees" within the meaning of the Act. Independant contractors ("an individual having the status of an independent contractor") have now also been excluded from the definition.

The amending Act makes it an unfair labour practice for a trade union, an employee or a group of employees to refuse to load or unload a carrier unless the Labour Relations Board is satisfied that the union, employee or group of employees has a valid trade dispute with the employer involved.

The Act was also amended to provide for an additional strike vote. Where a strike has continued for 30 days, the union, any employee or the employer may apply to the Board for a vote to determine whether a majority of the employees whose ballots are not rejected are in favour of accepting the employer's final offer and returning to work. Upon receiving such an application, the Board must immediately conduct a vote by secret



ballot. All employees who are involved in the strike and who have not taken employment elsewhere may vote. Only one vote may be conducted; and if the employees vote to accept the employer's final offer and to return to work, the employer must not withdraw the offer.

Three provisions enacted in 1966 were repealed. As a result, an order of the Board requiring a certified bargaining agent to bargain collectively is made enforceable as an order of the Court of Queen's Bench by filing it with the Court, as is the case with other Board orders. The consent of the Board is no longer required for prosecution of unfair labour practices or of failure to comply with Board orders regarding unfair labour practices.

Further, where the certification of a bargaining agent is revoked and another union replaces it, the existing collective bargaining agreement is binding on the successor. Previously, the successor union could end the agreement after one year.

British Columbia Mediation Commission Act

By an amendment to the British Columbia Mediation Commission Act, an employer is forbidden to increase or decrease wages or alter any other conditions of employment during the period following certification and during collective bargaining. The actual time limits are four months after the Labour Relations Board has certified a trade union, or until a collective agreement is executed, whichever comes first.

The Mediation Commission may, however, allow an employer to alter wages or any other condition of employment during this period, and may prescribe the conditions that an employer who has received such authorization must observe. The amendment replaces a provision which was omitted when the Mediation Commission Act was passed.

New Brunswick Public Service Labour Relations Act

In New Brunswick, a new Public Service Labour Relations Act giving public servants full collective bargaining rights was passed in December 1968 and proclaimed in force on December 1, 1969. The Act confers on employees, other than "designated employees" whose services are essential to the health, safety or security of the public, the right to strike.

The Act applies to virtually all civil servants and employees of government corporations, boards and commissions, and to employees of regional library boards, school boards and hospitals. For most covered employ-

ees, the Treasury Board represents the employer in collective bargaining. The New Brunswick Electric Power Commission and the Workmen's Compensation Board are separate employers.

Responsibility for the administration of the new system of collective bargaining is vested in the Public Service Labour Relations Board, composed of a chairman, a vice-chairman, and four other members equally representative of the interests of the employees and of the employer. The duties and powers of the Board are similar to those of labour relations boards under the legislation governing union-employer relationships in the private sector.

The Act was based on recommendations made by Dr. Saul Frankel in his Royal Commission Report on employer-employee relations in the public service of New Brunswick in 1967. It follows to a great extent the pattern of the federal Public Service Staff Relations Act. The main differences are in the provisions for the resolution of disputes.

The Act affirms the right of public employees to be members of an employee organization and to participate in its lawful activities. Managerial employees may not belong to an employee association. Under the new law, an employee organization certified by the Public Service Labour Relations Board enjoys the exclusive right to bargain collectively on behalf of employees in the unit concerned, and to enter into a collective agreement on their behalf.

If difficulties are encountered in collective bargaining, conciliation services are to be provided. To assist the parties in reaching agreement, the Chairman of the Public Service Labour Relations Board may appoint a conciliator upon the request of either party. Where, at the expiration of the time limits fixed by the Act, it appears to the Chairman that the parties are unable to reach agreement, he must appoint a conciliation board to inquire into the dispute, report on the facts and make recommendations for settlement.



There is provision in the Act also for voluntary arbitration. Where the parties have bargained collectively in good faith but have failed to reach agreement, and both parties agree, the dispute may be submitted to an independent tribunal, the Public Service Arbitration Tribunal, for binding arbitration.

Where the conciliation process has been completed—namely, seven days have elapsed after the receipt of the report of the conciliation board—and binding arbitration is not chosen, a strike may take place after certain preliminary procedures have been complied with.

Either party may inform the Chairman that negotiations have broken down and request him to declare that a deadlock exists. If he is satisfied that the collective bargaining and conciliation requirements of the Act have been met, the Chairman must comply with the request

.ithin three days and declare a deadlock. The Chairman s required to find out from each party if it is willing o refer the dispute to binding arbitration. If either party s unwilling to do so, he must inform both parties by iotice in writing that the dispute is not to be submitted o the Arbitration Tribunal.

mmediately after receipt of the above notice, the bar-gaining agent may conduct a strike vote. **No strike may ake place unless a majority of the employees is in favour of it.** A strike may not take place until a deadlock has been declared and at least seven days have passed after he date on which the bargaining agent has notified the Chairman of a vote favouring the strike. **Where a major-ty does not favour strike action, the Chairman must direct the parties to resume collective bargaining.** After 21 days, either party may again apply for a declaration of deadlock, after which the pre-strike procedures de-scribed here must be complied with.

During a legal strike, the employer is forbidden to replace striking employees or to fill their positions with other employees. Picketing or other demonstrations are prohibited. Upon application of the bargaining agent or the employer, as the case may be, the Board may issue a declaration that a strike is lawful or unlawful.

As already indicated, a "designated employee" does not have the right to strike. The initial designation of such employees is to be made by the employer, who is required to submit a statement of the employees he considers to be designated employees to the Board and to the bargaining agent on the last day of negotiations, or within such further period as the Board determines. If objections are raised by the bargaining agent, the Board must make the final determination, after giving the parties an opportunity to make representations.

The Act provides for the establishment of a grievance process and for third-party adjudication of unresolved grievances related to the interpretation or application of a collective agreement or arbitral award, or disciplinary action resulting in discharge, suspension or financial penalty. **Grievance procedures are available to all employees, including managerial and confidential employees.**

Ontario Hospital Labour Disputes Arbitration Act

Nursing homes and homes for the aged were brought under the Ontario Hospital Labour Disputes Arbitration Act, and also central laundries, heating and power plants that are operated exclusively for more than one hospital. The effect of the amendment is that employees in such workplaces no longer have the right to strike, and are subject to the compulsory arbitration procedures in force for hospital workers.

Other amendments reduced certain time limits set in the Act, with a view to expediting settlement of a dispute. The parties are required to resume bargaining after the conciliation process has been completed and no settlement has been reached. They now have a period of seven days (formerly 35) in which to conclude a collective agreement. If a settlement is not reached during that time, the dispute must be referred to arbitration in accordance with the Act. The parties may agree in writing to extend the period of direct negotiations, up to a maximum of 30 days. Any extension beyond 30 days (formerly 90) must be agreed to by the Minister.

Ontario Police Act

In Ontario, amendments were made to the Police Act enabling senior officers of a police force to form their own association and to bargain separately from other members of the police force. Changes were also made in the provisions dealing with the arbitration of disputes.

Medicare: A new and different outlook

About 250 trade unionists from all parts of Canada returned home December 4, resolved to do something about improving medical care in their communities. They were delegates to a three-day conference on medicare in Sault Ste. Marie, Ont., under the sponsorship of the Canadian Labour Congress. The purpose of the conference was to promote, with the help of the labour movement, the establishment of more Community Health Centres such as the ones already in existence in Sault Ste. Marie, St. Catharines, Regina, Saskatoon and Prince Albert.

In his keynote address, CLC President Donald MacDonald called the conference the "opening shot of a campaign to give medicare in Canada a new and different outlook," adding: **"I would like to conceive of this conference as the foundation for a whole network of group practice centres throughout Canada, bringing medical care of high quality to many hundreds of thousands of Canadian families and setting an example for others to follow."**

The delegates heard speaker after speaker stress the shortcomings of today's medicare plans and suggest how they could be improved. Among the deficiencies of present medicare, the speakers—University professors, medical directors of health centres, and other specialists from Canada and the U.S.—listed unfair disparities between provinces and between urban and rural areas; the lack of effective co-ordination between health services, occupations and institutions; and thoughtless emphasis on costly rather than economical services.

They also criticized the fee-for-service system under which most physicians operate. Dr. Samuel Wolfe, professor of Family and Community Health, Meharry Medical College, Nashville, Tenn., described it this way: "The more patients you push through per hour, the more you earn. The more organs you remove, the higher your income. **As unionists, piecework went out of your jobs a long time ago. And yet in medicine, most doctors are still paid this way."**

Delegates learned that the answer to many of these problems was the creation of community health centres. NDP Leader T. C. Douglas, a guest speaker at the conference, said that community health centres make possible the bringing together of various specialties in co-operation with the general practitioner; enable younger doctors to practise alongside more experienced colleagues; and make it possible for doctors to leave their practice periodically for the purpose of taking refresher courses in the new techniques and drugs.

He said that community health centres make possible the practice of preventive medicine, "keeping people well rather than waiting for them to get sick before curing them." He related a practice in ancient China, where doctors were paid a salary by everyone in the community as long as people were in good health. The salary stopped when a member of the community fell sick.

Mr. Douglas listed some other advantages of health centres: They can be used to add other health services; they can effect substantial savings for prepaid health plans by greatly reducing the rate of hospital admissions and the length of stay in hospitals; and they provide an opportunity for members of the community to work together with the physicians in the administration of the centres.

The governments of Saskatchewan, British Columbia, and, in particular, Ontario, were strongly criticized for the way in which they handled the federal medicare program. Liberal MP Dr. Stanley Haidasz, speaking on behalf of federal health minister John Munro, pointed out how grants with specific purposes in mind can be "manipulated" so that rather than adding benefit in the area intended, they free resources in other areas for "unanticipated purposes." **Dr. Haidasz said that medicare premiums in Ontario are as high as $25.75 per family per month, constituting a record for all of Canada.**

Speaking on the same subject, Tommy Douglas said that this constitutes a "sabotage" by the very people who were expected to implement the program. "The Ontario Government gets millions of dollars of federal money, paid by Canadians in federal taxes, to implement medicare in the province," he said. Instead of applying this money to the medicare program, he asserted, the Government turns around and charges these same Canadians the highest premiums in Canada, in effect making them pay twice for the same program.



"It almost looks as if they deliberately set out to make the plan as inefficient and expensive as possible in the hope that people will ask them to cancel it," he commented.

The delegates left with this message from Dr. Wolfe: **"It is time organized labour got off its collective posterior and took the initiative in protecting the consumer of health care services through the development of more health centres across Canada."**

Report of the UIC advisory committee

The Unemployment Insurance Fund continued a five-year trend with a moderate increase during the fiscal year ending March 31, 1969. The Fund increased by $79,688,000 to $382,340,000. There was also an increase in the amount of contributions received by the Fund, says the report of the Unemployment Insurance Advisory Committee for the year ending March 31, 1969.

Although the amount of benefits paid increased, this was not caused by greater unemployment. The number of initial claims for benefit actually decreased slightly from the previous year but the higher amount paid was due to higher rates provided in 1968 for persons at the upper end of the earnings range. The increase in the amount of contributions was due to the corresponding 1968 adjustments in the contribution rates and to an increase in the number of contributors.

The number of persons covered by unemployment insurance at June 1, 1968 was estimated by the Dominion Bureau of Statistics at 4,800,000, an increase of 75,000 from the year before at that date. However, shortly thereafter a substantial further increase amounting to approximately 500,000 took place as a result of an amendment to the Unemployment Insurance Act that became effective June 30, 1968. That amendment raised the earnings ceiling for the coverage of salaried employees from $5,460 a year to $7,800 a year. (L. G. 1968, p. 462) This implemented a recommendation of the Advisory Committee that the earnings ceiling be adjusted in order to re-establish coverage at the same relative level at which it was fixed at the time of the last major revision of the program in 1959. The effect of the amendment is shown by the following figures:

	Insured population	Paid worker segment of labour force
1967-68	4,788,000	6,663,000
1968-69	5,295,000	6,948,000

The Committee noted that, notwithstanding the above several substantial groups of employees such as employees of hospitals, remain outside the scope of the Unemployment Insurance Act. The Unemployment Insurance Commission, however, has been carrying on extensive studies with a view to improving the effectiveness of the Act, updating its provisions in the light of present-day conditions, and curbing abuses that have occurred under the existing provisions. The Committee believes that when the Government is ready to proceed with such revision of the Act it would be useful if the Committee were enabled to examine the proposals before they are introduced in Bill form, in view of the experience of the membership of the Committee regarding the unemployment insurance system and the wide range of employer and employee organizations represented on the Committee.

The Committee noted that since its last report a change had been made in one of the benefit regulations that had given the Committee some concern. This related to the considerable number of claimants who were disqualified for failure to lodge insurance books with the Commission's office at the time of filing a claim for benefit. Since the Committee reported on this in July 1968, the Commission had reviewed the matter and had laid proposals for an amendment before the Committee at a meeting held in December 1968. The proposed change made a desirable modification in the regulation and was concurred in by the Committee and was put into effect in January 1969.

With respect to the prospective state of the unemployment insurance fund, the Committee has received valuable comments in the report submitted by the senior actuary of the Department of Insurance. Two matters of particular interest are, first, the financial forecast for the present fiscal year ending March 31, 1970; second, the long term adequacy of current contribution rates and the sufficiency of the accumulated fund to cope with likely future fluctuations.

With regard to the probable position of the fund by March 31, 1970, **the actuarial report makes a forecast that the 1969-70 surplus will exceed that of 1968-69 and is likely to be of the order of $125,000,000.** This estimate is subject to several assumptions concerning such matters as the rate of unemployment during the rest of the fiscal year, the absence of any major changes in the legislation and some other matters. Regarding the second matter, the actuarial report explains that, as the present rates came into operation only a year ago, the full effect of the adjustments can not be accurately assessed for several years; consequently a definitive conclusion as to the adequacy of the current contribution rates is not yet possible. However, **the report expresses a tentative opinion that the program, as revised in 1968, can probably support a benefit load corresponding to a level of unemployment equal to the average for the last ten years.**

The Committee repeats the suggestion made in its previous report that the time for submitting its annual statutory report be extended. The present requirement that the report be submitted by July 31 allows the Committee insufficient time to give adequate study to the material supplied to it, some of which cannot be made available until July, when final figures for the fiscal year are known. It was suggested that a provision for extending this time be included when next amendments to the Act are made.

UIC Statistics

	at end of March			
	1969	1968	1967	1966
	(in thousands of dollars)			
Balance in fund	$ 382,340	$ 302,652	$ 258,203	$ 141,483
Increase in balance from previous year	79,688	44,449	116,720	100,986
Contributions from the Government of Canada	86,626	69,491	68,771	65,664
Contributions from employers and employees	433,130	347,458	343,853	328,319
Amounts collected in penalties	171	188	172	146
Interest on investments	18,850	15,894	10,931	4,671
Total net revenue	538,777	433,031	423,727	398,800
Ordinary benefit payments	373,930	316,465	251,209	238,281
Seasonal benefit payments	85,159	72,117	55,798	59,533
Total benefit payments	459,089	388,582	307,007	297,814
Excess of revenue over expenditure	79,688	44,449	116,720	100,986
Fishing coverage				
Contributions from employers and employees	1,338	1,284	1,387	1,234
Contributions from Government of Canada	268	266	261	247
Benefit payments	12,509	11,576	10,845	10,240
Excess of benefit payments over contributions	10,903	10,026	9,197	8,759
Other Statistics	(numbers)			
Number of initial claims for unemployment insurance received	1,380,000	1,389,000	1,213,000	1,190,000
Average number of benefit weeks paid	14.8	13.2	12.6	12.6

Education won't create employment

Education doesn't create employment, but the proper educational system can help solve the economic problems of the Atlantic Provinces, says the Atlantic Provinces Economic Council in its third annual review. The report states that the emphasis on education is not too unrealistic, given the resources of the area.

"We must then, ensure that maximum benefit is derived from present and future expenditures on education. This can be done by a greater rationalization of existing educational facilities and efforts, especially in the area of post-secondary education and technical training. Educational requirements and capacities should be viewed, where possible, in the context of the whole region, rather than in terms of individual provinces or communities. Hand in hand with this re-evaluation of our educational program should go a more concerted effort to provide meaningful job opportunities for the recipients of this education when they enter the labour force."

The report noted also that in the Atlantic area there is a smaller number of jobs requiring high levels of education—managerial and professional, and technical occupations—than in the rest of Canada, and larger proportions in the lower-paying jobs that require lower educational levels. "It should be noted simply that education does not create employment, except for those who are employed as educators; it only makes it possible for a worker to do a job better, or to advance to a higher position, if such jobs and positions exist. It, then, becomes necessary to consider education as one factor in the development process, not as an end in itself."

Too much of the educational effort of the Atlantic region is directed toward educating persons for work and residence elsewhere, the report says. This wasn't a conscious move, but it arose mainly because the creation of new employment opportunities in the area has not kept pace with the training of people for employment. "The result is inevitable—an exodus of persons from the region for better employment opportunities that, unfortunately, are concentrated in the younger and better-educated age groups."

The answer, says the report, lies in the rationalization of the educational effort throughout the region, and in the establishment of educational priorities. "It would appear to be obvious that the maximum in rationalization can only be brought about by complete political union" of the Maritime Provinces plus co-operation with Newfoundland if union of the three provinces came about. "We look to the time, for example, when there will be a common elementary and secondary school curriculum, and when school credits are readily transferable throughout the region."

Benefits in the field of higher education can also be realized through rationalization. "There can be no doubt, for example, that the Maritime Provinces need a high-standard medical school; but it is doubtful that the best interests of the region would be served by establishing more than one such school. **Likewise there can be no doubt that the region requires a high-standard, post-graduate economics school devoted not only to training personnel for government and industry, but also to playing an active role in the solutions of regional economic problems."** The report said that the same principle of having only one school of each discipline can be applied to most of the social sciences and in the pure and applied sciences. "What is true for university education should also be the case for post-secondary technical education."

The report goes on to say that emphasis should continue to be placed on expenditures in primary and secondary education. But young people should be trained not only for university entrance but also for entrance into technical schools, for much of the secondary educational emphasis is irrelevant to current and future conditions and needs.

On a more optimistic note, the Council reported that gross regional production in current dollars is estimated to have risen by 61 per cent between 1961 and 1967, and personal income by 59 per cent. "Investment increased faster than in Canada, more than doubling from $617,000,000 in 1961 to $1,290,000,000 in 1968." The labour force increased by 13 per cent from 571,000 to 643,000 in the same period, and of this labour force, the number employed increased by 18 per cent, reducing the unemployment rate from 11.3 per cent in 1961 to 7.3 per cent in 1968. And "the primary industries as a whole appear to have decreased employment from approximately 104,000 in 1961 to about 96,000 in 1968. Only mining showed an increase that was too small to offset declines in the other three" primary areas. Thus, the primary sector in 1968 accounted for 16 per cent of the total employed labour force, compared with 21 per cent in 1961.

Accidents result from management inefficiency

"Accidents are an indication of management inefficiency and loss of managerial control. The plain fact is, it pays to be safe," said W. A. Martin, Chief of the Accident Prevention Division, Canada Department of Labour, in a paper delivered to a meeting of the Automotive Transport Association of Ontario in Toronto in November. The following was extracted from Mr. Martin's paper:

The principal value of safety regulations is in establishing an acceptable standard of safety. Many enlightened employers will voluntarily exceed this standard and the Canada Department of Labour is prepared to provide special assistance to such employers. The average compensation cost of a disabling injury in the trucking industry is estimated to be approximately $1000, and when allowance is made for disruption to work, loss of business, property loss, etc. the actual total cost is estimated to be about $3000.

A company that is experiencing 50 disabling injuries a year and that works one million man-hours during that period, has a disabling injury frequency rate of 50 and is spending about $150,000 per year on accidents. **If this disabling injury frequency rate is reduced to 25, a gross savings of $75,000 for each million man-hours will be realized.** Further, significant intangible benefits will be derived from the general improvement in employee morale and efficiency that customarily follows a decrease in the number of accidents. Many companies with disabling injury frequency rates of 50 or higher have been able to reduce them to 25 or lower and some large industrial companies have reduced their disabling injury frequency rate to less than one for each million man-hours. The Canada Department of Labour would be pleased to help you in implementing a good safety program.

Regulations under development

Employment safety regulations pertaining to the Cape Breton Coal Mines and to boilers and pressure vessels have already been issued. Other regulations pertaining to elevating devices and to such general safety matters as sanitation, first aid, guarding of machinery, noise, lighting, hazardous substances, personal protective equipment, entry into confined spaces, and others are currently under development. In addition, and of particular interest to that portion of the trucking industry that is subject to federal jurisdiction, regulations are being developed to cover such matters as the registration of motor carriers, the identification of motor vehicles, motor vehicle operator's log books, and medical examinations for motor vehicle operators.

The plan adopted for the development of safety regulations under the Safety Code provides for a large measure of consultation with those who will be affected by them and has as its objective the establishment by regulation of a reasonable and realistic standard of employment safety.

The first draft of each set of regulations is developed after a review of existing provincial and other regulations, of safety literature and of national consensus safety standards, such as those produced by the Cana-

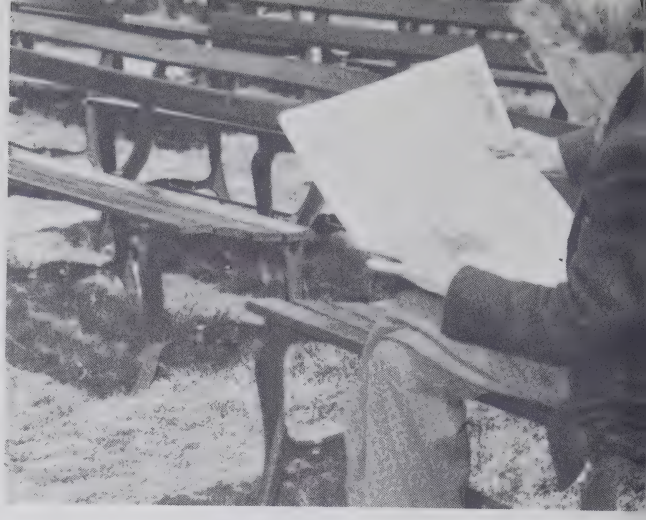
dian Standards Association, the National Fire Protection Association the U.S.A. Standards Institute, and other standard-setting organizations. The second draft is a refinement of the first rough draft and it is normally this draft that is distributed to the principal interested parties for written comments. From these written comments, a third draft is produced that is discussed at an open meeting with the principal interested parties, following which a fourth or final draft is prepared. The final draft is reviewed by the Department of Justice and presented to the Privy Council for approval.

Administration of the regulations

The sanitation, first aid, machine guarding, noise, and similar regulations that pertain to general employment safety will incorporate a good deal of administrative flexibility by providing Regional Safety Officers of the Canada Department of Labour with the power to grant exemptions and to modify the requirements where this may be done without significantly lowering the safety standard and where strict compliance would cause unnecessary hardship. **By this policy of enforcing the spirit of the regulations, we aim to avoid the injustices that blind compliance with the letter of the law often creates.**

Annual and other periodic safety inspections will be conducted on behalf of the Canada Department of Labour by provincial Safety Inspectors who have been designated Safety Officers by the Minister of the Canada Department of Labour. Safety problems requiring more attention than it is possible to provide by normal periodic inspection methods or that indicate the need for a comprehensive or in-depth survey of an enterprise, will be referred by the provincial inspectorates to the Regional Safety Officers.

The principal function of the provincial safety inspectors will be to detect deviations from good industrial safety practice and to draw these to the attention of the employer for correction. Where it is necessary to cite a mandatory requirement or to undertake enforcement proceedings, the appropriate Canada Department of Labour regulation must be applied because only federal regulations have the force of law in the federal sector of jurisdiction. Federal-provincial safety inspection service agreements have been concluded in most provinces and are now operative.



The efficiency and occupational adaptation of older workers can be improved by job redesign, says a report on job redesign published by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development (OECD). The report was prepared by Dr. G. Marbach of the Applied Physiology Laboratory, Faculty of Medicine, Strasbourg.

Dr. Marbach explained that because of increased life expectancy and the consequent prolonging of activity the number of older workers is rising constantly. It is believed, however, that in some instances their productivity and efficiency may be lower than that of younger workers. An individual's suitability for a job, as presently designed, may become less certain with increasing age and it may prove difficult to find him productive work. The report explains how it is possible to improve this situation to a considerable extent by job redesign.

The introduction to Dr. Marbach's report by Professor Bernard Metz of Strasbourg points out that older workers are representatives of special groups in which the members have special employment problems and stresses the importance that should be attached to older workers. He describes the physiological and psychological signs of aging and the demands of a job as belonging to a sphere of knowledge not yet sufficiently explored by those responsible for personnel policy and production. Professor Metz explains that **"the decision to redesign jobs in order to retain older workers in those jobs seems a sound one on two counts: on the one hand,**

Job redesign for older workers

there is the lengthening of active life, on the other hand there is an increased efficiency among all workers on the job, since the difference in performance between the youngest and the oldest should, if the job is suitably adapted, be reduced.

"The consequence is that any firm that has a number of jobs in which older workers cannot be retained should regard this as evidence that its machinery or processes are obsolescent or, if they have been recently acquired, that their design is out-of-date. In a truly modern concern—that is where adaptation of work to the man is as rational as the conception of machinery or methods—the normal aging of the labour force will not be a handicap; on the contrary, the experience and capacity for reflection which come with age will be accorded their full value."

Dr. Marbach discusses re-allocation or transfer of an aging worker to another job as another method of retaining such workers. He points out, however, that difficulties can arise, both for the firm and the worker himself. For the firm, transfer to another job presupposes the existence of a number of jobs requiring the same level of skill, which is not always the case. The transfer of a skilled worker to a less skilled job is liable to lead to a shortage of skilled labour, and this tendency is all the more pronounced since the new jobs created as a result of changing techniques call to an increasing extent for just those abilities which deteriorate with age, so that the shortage of skilled manpower is likely to become increasingly acute. There is also a considerable upheaval for the worker himself. Obliged as he is to adapt himself to new surroundings, new bosses, new methods of work, sometimes to new standards of work, his mental state may deteriorate eventually as a result of the change in his job. He may feel rejected, useless, "in a dead-end job". Taken away from interesting work he tends to lose "drive" and vitality, his self-confidence dwindles and his working performance suffers as a consequence.

According to the report, job re-allocation can raise another problem, that of the worker's adjustment to his new job, hence his training for different work. The training that the worker acquired during his apprenticeship may be out of date. This might not have been too great a handicap in his previous job, as in many cases the worker had, as it were, "grown up with his machine," but it could prove serious in a new job, as the technological change that has taken place in other jobs has passed him by.

The report suggests that **job redesign for the benefit of the older worker enables him, with a minimum of readjustment, to retain a job to which he has long been accustomed.** But he is not the only one to benefit. A younger worker, employed in the same job or in a related job, may also benefit, as the productivity of the workshop or service as a whole will be increased. At the same time the psychological tension caused by the younger worker's feeling that the older man is "lagging behind" and holding him up will be considerably reduced. The firm will also benefit, since for an investment that will usually be very small, the older worker's productivity will remain at its previous level or may even rise.

In conclusion, Dr. Marbach pointed out that there was no doubt that the problem of aging manpower was a universal one that will become increasingly serious as a result of longer life expectancy and the rise in the number of workers who remain in their jobs until retiring age. He stressed the importance, especially among the more industrialized countries, of not remaining indifferent to this trend in the labour market.

Job Redesign for Older Workers—G. Marbach, O.E.C.D. Series, "Employment of Older Workers", No. 5, Queen's Printer, Ottawa, $1.20.

General topics

Wage schedules—October

During October, the Department of Labour prepared 268 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 205 contracts in these categories were awarded. In addition, 239 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Fisheries and Forestry, Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	5	$ 157,504.61
R.C.M.P.	2	14,467.20
Supply and Services	137	$1,559,153.00

During October, the sum of $9,534.42 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors or their subcontractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. **This amount is for distribution to the 135 workers concerned.**

Unemployment insurance fund

During October, 1969, 30,716 investigations were finalized across Canada. Of these, 14,302 were on-premises investigations and 3,090 were selective investigations to verify the fulfilment of statutory conditions. The remaining 437 formal investigations and 12,887 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,206. Prosecutions were commenced in 174 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in October totalled $53,232,057.62 compared with $54,322,861.31 in September and $50,775,779.15 in October 1968. **Benefits paid in October totalled $25,526,509.78 compared with $24,008,143.13 in September and $20,842,852.52 in October 1968.** The balance in the Fund on October 31, 1969 was $496,569,798.56 compared with $468,864,251.08 in September and $371,423,119.19 at the end of October 1968.

Employment review—Nov.

There was a seasonal decline in employment between October and November. The estimate for November was 7,761,000, a decrease of 67,000 from October. Unemployment rose less than seasonally during the month. At 354,000 it was 40,000 higher than in October. The labour force decreased 27,000 to 8,115,000. Compared with a year ago, the labour force was 100,000, or 1.2 per cent higher; employment increased by 84,000, or 1.1 per cent; and unemployment rose by 16,000.

The seasonally adjusted unemployment rate in November 1969 was 5.1 per cent. The seasonal decline in employment was due to large decreases in farming, 57,000, and manufacturing, 33,000. There were smaller declines in construction, 16,000; transportation, communication and other utilities, 15,000; finance, insurance and real estate, 11,000. Employment in trade increased by 43,000, reflecting the usual pre-Christmas sales pick-up that occurs at this time of year.

Compared with a year ago, farm employment declined 32,000. Among non-farm industries, employment in community, business and personal service increased by 88,000. There were smaller increases in transportation, communication and other utilities, 31,000; finance, insurance and real estate, 19,000; manufacturing, 14,000; trade, 10,000. Declines took place in public administration, 25,000; and construction, 11,000.

Regionally, the largest relative year-to-year increase in employment was in British Columbia, 6.0 per cent. This compares with gains of 1.5 per cent in Quebec, and 0.7 per cent in Ontario and the Atlantic region. Employment in the Prairies declined by 1.3 per cent.

Unemployment, at 354,000, was 40,000 higher than in October. Most of this increase was among adults 20 years of age and over. Compared with a year earlier, the total number of unemployed persons was 16,000 higher. Most of this increase was among persons 25 to 34 years of age.

Of the total unemployed in November, 134,000, or 38 per cent, had been unemployed for less than one month, 37 per cent for one to three months, and 25 per cent for four months or more. Unemployment in November represented 4.4 per cent of the labour force compared with 4.2 per cent in November 1968, and 3.8 per cent in November 1967.

Message not received

A New Year message from CNTU President Marcel Pepin had been scheduled for this issue but The Labour Gazette has not received a message from Mr. Pepin because of his recent illness.

February credits

Readers of the following regular monthly features will find it interesting to note that:

Unemployment insurance report, p. 140, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 144, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the minister of labour, p. 142, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Job redesign for older workers, p. 133, originates with the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Legal decisions, p. 149, originates with the Legislation Branch of the Department of Labour.

Labour legislation, p. 114, was prepared by the Legislation Branch of the Department of Labour.

Employment fatalities, p. 113, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage of such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Decisions of the umpire

CUB 2835. After working for almost two years as a painter for a toy factory, a man was laid off because of a strike at the factory. He filed a renewal application for benefit and added "I am not a union member and therefore willing to work but the company cannot operate while most employees are on strike."

The dispute concerned the signing of a first agreement and the main issue was a closed shop. Following certification, negotiations continued between the two parties but they were unable to agree on the terms to be incorporated in the agreement and this created a labour dispute within the meaning of the Unemployment Insurance Act.

The unemployment insurance officer pointed out that as one of a grade or class included in the proposed bargaining unit for which the union was endeavouring to negotiate a first agreement, the painter had a direct interest in the labour dispute, as his working conditions would certainly be affected by any settlement reached in the dispute. He was subject, therefore, to disqualification under the provisions of Section 63 of the Act. All grades or classes of workers who went on strike or refused to cross the picket line were considered to be participating in the dispute.

The insurance officer notified the painter that he was disqualified from receiving benefit from April 14, 1968, for the following reason: "You lost your employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which you were employed."

In his appeal to the board of referees dated May 29, the painter said that he was not a member of the union, he was not personally taking part in the dispute, he was not financing it, he was not directly interested in the dispute or its outcome, and no member of his grade or class was taking part in, financing, or directly interested in the dispute or its outcome. He added that he was the only person in charge of the finishing department at the toy factory.

When the board of referees heard the case the claimant attended and was represented by the personnel manager of the Company. The board found that there was a labour dispute at the premises where the claimant was employed with a subsequent stoppage of work and the claimant lost his employment because of it. The board also found that the claimant's loss of employment was basically due to the labour dispute. And it made no difference, in the board's view, whether or not he was a member of the union, or whether he had participated in the dispute; he stood to gain or be affected by the outcome of the strike. The board added that the claimant had not met the conditions of section 63 of the Act that would make him eligible for unemployment benefits, and by unanimous decision, dismissed the appeal.

The Christian Labour Association of Canada then appealed to the Umpire. The claimant countersigned the appeal and stated, among other things, that as the union was depriving him of "the right to refrain from becoming a member," he felt that he was therefore qualified to receive benefit in accordance with the provisions of Section 61 of the Act. At the appeal the insurance officer pointed out that although the claimant had been forced to stop work by the action of the employer, it in no way affected the application of the provision. A claimant who lost his employment because of a labour dispute was subject to disqualification under Section 63 of the Act whether he lost his employment of his own volition or not (CUB-2258).

The umpire conceded that the claimant was not a member of the Toy and Doll Workers International Union, that he did not go on strike, and that he was willing to continue to work and was not participating in the labour dispute or financing it. "However, I am not able to find that he was not directly interested in the labour dispute," he said. At the heart of the strike was the union's demand for a "closed shop" restricted to members of the union, and this would have affected not only the conditions of the claimant's employment but his very employment itself. In effect, if the "closed shop" were made a term of the wage agreement, it would result in termination of his employment because he would refuse to become a member of the union. "Some employees supported the demand for a "closed shop" and went on strike in support of it. The claimant and some other employees were opposed to the demand and refused to go on strike. It seems to me that all of them, whether supporting the demand, or opposing it, were directly interested in the dispute," the umpire said. "I recognize the claimant's right to have and to follow his conscientious convictions and I accept his statement that he has such convictions and that because of them he would refuse to become a member of the union, but I am unable to find that such convictions and his consequential opposition to joining the union bring him within the exception in Section 63 for he is nevertheless a person who is directly interested in the labour dispute."

The claimant had appealed also on the ground that as a conscientious objector he was being deprived of "the right to refrain from becoming a member" of the union, in accordance with Section 61. **"In my view, Section 61 does not afford him relief from disqualification," the umpire said, "for this section applied to a different situation, namely, one in which the plaintiff leaves his employment or refuses to accept employment.** Here, in respect of the period in question, the claimant did not leave or refuse to accept employment." The appeal was therefore dismissed.

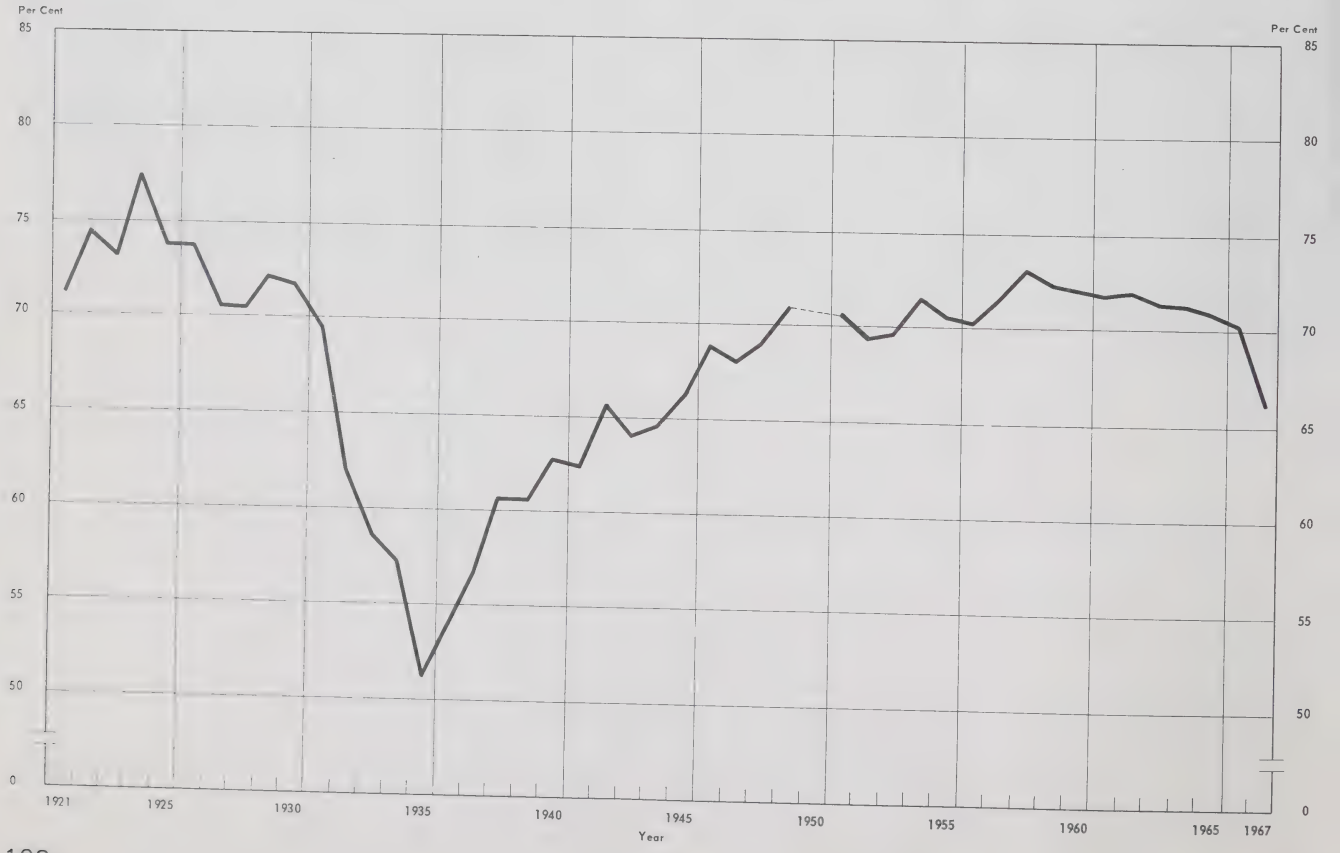
Canadian union growth

The close ties that exist between the trade unions in Canada and the United States are shown in figures contained in a study of union growth in this country from 1921-67. Although the current percentage of Canadian membership in international unions is at its lowest since 1945, it is still a significant proportion—66.3 per cent.

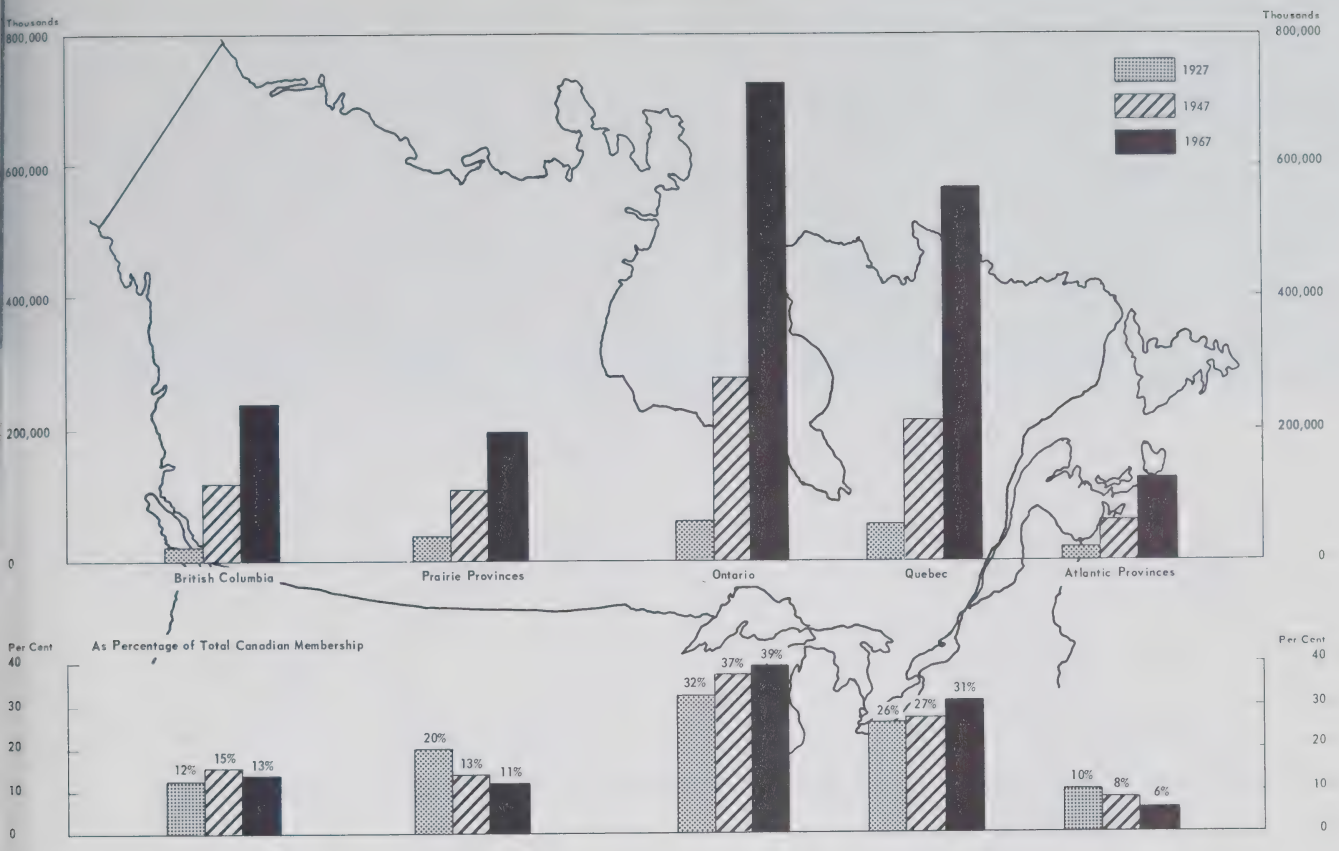
By contrast, Canadian unions have grown more, proportionately, than international unions during the period under study. These findings and others are contained in **Union Growth in Canada 1921-67,** by two economists of the Canada Department of Labour, J. K. Eaton and K. Ashagrie. The authors point out also that, during this same period, total Canadian membership has grown more, proportionately, than that of the United States.

Of 109 international unions in this country, 72 had less than 10 per cent of their membership in Canada, and 102 had less than 20 per cent. Only two internationals have more members in Canada than in the United States.

PERCENTAGE OF CANADIAN UNION MEMBERSHIP IN INTERNATIONAL UNIONS
1921 – 1967



UNION MEMBERSHIP BY REGION
1927, 1947, 1967



In general, the proportion of the Canadian population in unions in 1966 was slightly less than that in the United States, and considerably less than in West Germany, Australia, Sweden and Britain. **Yet, Canadian unionism has grown between the years under study from 3.6 per cent of the population in unions in 1921 to 8.7 per cent in 1967.**

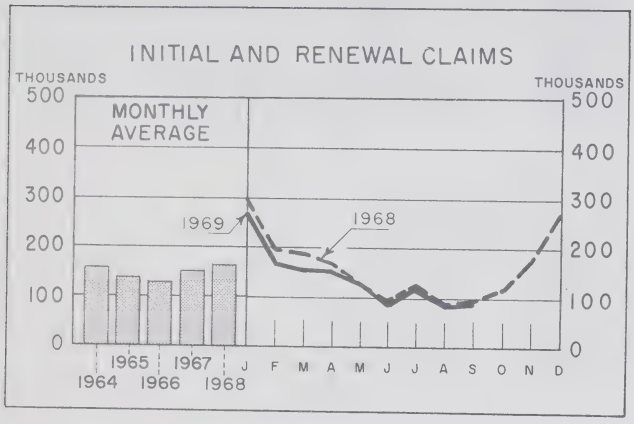
All the provinces have shared in this increase, but British Columbia is the only province that has consistently had a higher percentage than the national average in terms of percentage of workers. As might be expected, British Columbia, Quebec and Ontario have led in regional growth, the latter two expanding rapidly because of the heavy concentration of manufacturing industry. The Prairie Provinces have the lowest degree of organization.

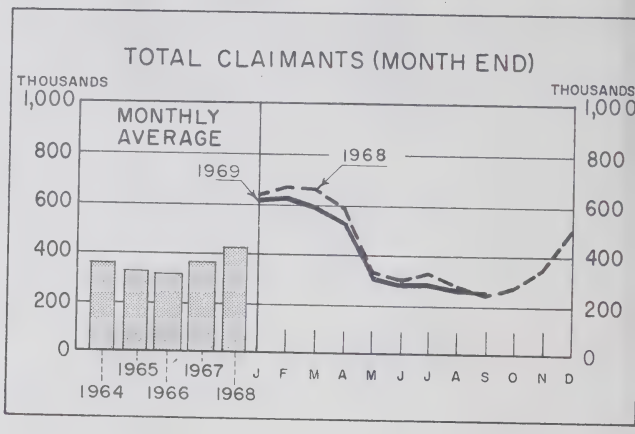
On an industrial basis, the authors show figures that reflect dramatic happenings and the effects of change on trade unionism. The proud position of the railway unions is gradually being eroded, and the metal industries and public service unions are becoming the significant sectors.

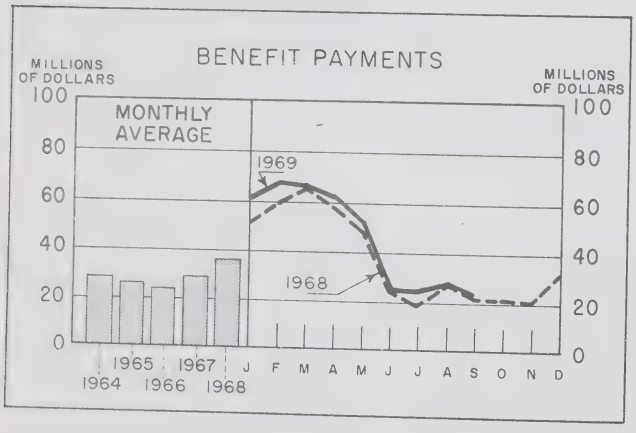
Many of the statistics presented here confirm what has been known by industrial relations insiders for some time; but the study's prime importance lies in the care that was taken in assembling this valuable information into one document and in presenting solid facts that are rare in this field.

The study makes no attempt to present a theory of union growth, merely pointing out the complexity of such an undertaking in view of the peculiarities of the Canadian scene: the split jurisdiction; the location of some union headquarters in a foreign country; and the existence of two major union organizations—the Canadian Labour Congress and the Confederation of National Trade Unions. Because of such complexities, no simple theory can explain Canadian union growth, they say. **The authors intend to tackle the theoretical aspects in a later work. For the moment, the facts tell the tale.**

Unemployment insurance report for September







Claimants for unemployment insurance benefit numbered 260,000 on September 30, 1969. This represented a decrease of 8,000 from the August total of 268,000, but an increase of almost 13,000 over the 247,000 recorded on September 30, 1968. Males accounted for all of the August-to-September decline and 70 per cent of year-over-year increase.

Slightly more than 35 per cent of the current claimants had been on continuous claim for more than 13 weeks. The proportion of females in this category, (42 per cent), was higher than males (31 per cent). However, of the 103,000 persons who came on claim during September (i.e., were in the 1-4 weeks on claim category) 67,000 or 65 per cent were males.

A total of 90,000 initial and renewal claims were filed in local offices across Canada during September. This represented a four per cent increase over the 87,000 filed during August, but was slightly lower than the September 1968 total of 91,000.

The average weekly estimate of beneficiaries was 166,000 for September in comparison with 219,000 in August and 199,000 in September 1968. Benefit payments amounted to $24.0 million in September, 13 per cent lower than the $27.7 million paid in August, but 16 per cent higher than the September 1968 total of $20.8 million. The average weekly payment during September was $32.22 versus $31.73 in August and $26.09 in September 1968.

The September 30 claimant count was slightly lower than on August 29 in all provinces except Quebec, Saskatchewan and British Columbia where small increases occurred. Although the decrease occurred among males, a decline in the number of females in Ontario was offset by an increase in Quebec; elsewhere the changes were minor.

In comparison with September 1968, both males and females contributed to the increase. The provinces of Quebec, Ontario and Saskatchewan accounted for the bulk of the increase, however, substantial declines occurred in Alberta and British Columbia.

The September claim volume exceeded that for August in all provinces except Ontario where a substantial decline occurred. In comparison with one year ago, while there was little change at the national level, significant increases were shown in Quebec and Ontario. The largest declines were reported in Nova Scotia and British Columbia.

Summary Table

Activity	Sept. 1969	Aug. 1969	Sept. 1968	Cumulative Data: Jan. to Sept. 1969	Cumulative Data: 12 months ending Sept. 1969
			(in thousands)		
Insured population at end of month	—	5,458	5,356	—	—
Initial and renewal claims filed:					
Total	90	87	91	1,265	1,829
Initial	64	64	62	965	1,383
Renewal	26	23	29	300	446
Claimants currently reporting to local offices	260	268	247	417*	405*
Beneficiaries (weekly average)	166	219	199	348*	309*
Weeks compensated	745	875	796	13,143	15,725
Benefit paid	24,008	27,745	20,761	412,850	485,116
Average weekly benefit	$32.22	$31.73	$26.09	$31.41	$30.85

* Monthly average.

Conciliation before the minister of labour

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

AirWest Airlines Ltd., Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: R. Nat Gray).

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and the American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher).

Canadian National Railways (Canadian National Newfoundland Steamship Service) and the Canadian Merchant Service Guild (Conciliation Officer: C. A. Ogden).

Clarke Steamship Company Limited; Albert G. Baker Limited; Eastern Canada Stevedoring Ltd.; Terminus Maritime Inc.; Captain H. Turbis Enrg., and the International Longshoremen's Association, Local 1958 (Conciliation Officer: G. R. Doucet).

Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and the United Steelworkers of America (Conciliation Officer: K. Hulse).

Settlements by conciliation officers

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and the American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher) (See above).

Camirand Cartage Limited, Ville St-Pierre, Que., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne) (L. G., Jan., p. 58).

CP Air, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (Conciliators: D. H. Cameron and R. Nat Gray) (L. G., Nov. 1969, p. 680).

Atomic Energy of Canada Limited, Chalk River, Ont., and The Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: K. Hulse) (L. G., Nov. 1969, p. 680).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and the Brotherhood of Railroad Trainmen (United Transportation Union) (Conciliation Officer: G. R. Doucet) (L. G., July 1969, p. 401).

Conciliation boards appointed

CP Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local Union No. 31 (L. G., Dec. 1969, p. 754).

Atomic Energy of Canada Limited, Chalk River, Ont., and Office and Professional Employees International Union, Local 494 (L. G., Dec. 1969, p. 754).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Dec. 1969, p. 754) was fully constituted in November with the appointment of His Honour Judge Joseph J. Flynn, Provincial Magistrate's Court, Moose Jaw, Sask., as chairman. Judge Flynn was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert H. McKercher, Q.C., and union nominee R. E. Sedgwick, both of Saskatoon.

The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Jan., p. 59) was fully constituted in November with the appointment of George W. Rogers of Vancouver, as chairman. Mr. Rogers was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Cecil Cosulich, and union nominee John Brown, both of Vancouver.

The Board of Conciliation and Investigation established in October to deal with a dispute between Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (L. G., Jan., p. 59) was fully constituted in November with the appointment of M. H. Patterson, Q.C., of Calgary, as chairman. Mr. Patterson was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Larry A. Creighton and union nominee T. Sweeting, both of Calgary.

The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Merchant Service Guild (L. G., Jan. p. 59) was fully constituted in November with the appointment of Roy A. Gallagher, Q.C., of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in absence of a joint recommendation from the other two members of the Board, company nominee D. R. Blair and union nominee Jack A. Moore, both of Vancouver.

Settlements by conciliation boards

National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees) and the National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., Nov. 1969, p. 681).

Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (L. G., Dec. 1969, p. 755).

Conciliation boards not appointed

Empire Shipping Company Limited, Vancouver, B.C., and the Vancouver Harbour Employees Association, Local 517—I.L.W.U. (L. G., Jan., p. 59).

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (L. G., Dec. 1969, p. 754).

Agence Maritime Inc., Quebec, and Canadian Marine Officers Union (L. G., Dec. 1969, p. 754).

Strike action

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (Strike commenced November 25) (See above).

Strike terminated

British Columbia Maritime Employers Association, Vancouver, B.C., and International Longshoremen's and Warehousemen's Union—Canadian Area (Strike terminated November 8; the longshoremen voted to return to work under a 90-day extension of the existing collective agreement (L. G., Dec. 1969, p. 755).

Certification before the CLRB

The Canada Labour Relations Board met for three days during November. It granted nine applications for certification, rejected one such application, and ordered one representation vote. It granted three and rejected one application for revocation of certification. During the month, the Board received eight applications for certification, one request for review of an earlier decision, and four applications for revocation of certification. The withdrawal of one application for certification was allowed.

Applications for certification granted

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Albert G. Baker Limited, Quebec, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Clarke Steamship Company Limited, Montreal, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Eastern Canada Stevedoring Division of Warnock Hersey International Limited, Quebec, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Terminus Maritime Inc., Quebec, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Capitaine H. Turbis Enrg., Quebec, Que. (L. G., Nov. 1969, p. 683).

Canadian Maritime Union on behalf of a unit of unli censed employees employed by Port Colborne Marin Enterprises Limited, Port Colborne, Ont. (L. G., Dec 1969, p. 757).

United Brotherhood of Carpenters and Joiners o America, Local Union No. 2499, on behalf of a uni of personnel employed in the Yukon Territory by Byrne & Hall Construction Company, Limited, Edmonton Alta. (L. G., Dec. 1969, p. 757).

Public Service Alliance of Canada on behalf of a uni of employees of The National Battlefields Commission Quebec, Que. (L. G., Jan., p. 57).

Ottawa Newspaper Guild, Local 205. American News paper Guild, on behalf of a unit of production assistants employed by Bushnell Communications Ltd. CJOH-TV Ottawa, Ont. (L. G., Jan., p. 57).

Application for certification rejected

International Union of Operating Engineers, Local 115, applicant, and Strachan Trucking Limited, Dawson City, Y.T., respondent. (L. G., Oct. 1969, p. 613). The application was rejected for the reason that it was made prior to the expiry of ten months of the term of a collective agreement between the applicant and the respondent.

Representation vote ordered

Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, Swift Canadian Co. Limited, Toronto, Ont., respondent (feed mill, Weston, Ont.), and Bartley Bida, et al., interveners (Returning Officer: K. Hulse) (L. G., Dec. 1969, p. 757).

Applications for revocation

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Albert G. Baker Limited, Quebec, Que., respondent. The application was for revocation of the Board's Order of May 18, 1951, certifying the applicant union as bargaining agent for a unit of freight handlers employed by the respondent company at the Port of Quebec (L. G. 1951, p. 967).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Clarke Steamship Company Limited, Montreal, Que., respondent. The application was for revocation of the Board's Order of May 18, 1951, certifying the applicant union as bargaining agent for a unit of freight handlers employed by the respondent company at the Port of Quebec (L. G. 1951, p. 967).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Terminus Maritime Inc., Quebec, Que., respondent. The application was for revocation of the Board's Order of September 17, 1959, certifying the applicant union as bargaining agent for a unit of freight handlers employed by the respondent company at the Port of Quebec (L. G. 1959, p. 1176).

Application for revocation rejected

Robert Dimmer, et al., applicants, Richardson Transport Ltd., Calgary, Alta., respondent company, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G., Oct. 1969, p. 610). (Reasons for judgment published as Supplement No. 7, 1969).

Applications for certification received

Public Service Alliance of Canada on behalf of a unit of personnel employed at Courcelette, Que., by Defence Construction (1951) Limited, Ottawa, Ont. (Investigating Officer: M. C. Chalin).

Public Service Alliance of Canada on behalf of a unit of employees of The St. Lawrence Seaway Authority, Ottawa, Ont., employed in its Engineering Branch at Montreal, Que. (Investigating Officer: R. E. Bouchard).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of J. B. Baillargeon Express Limited, Montreal, Que. (Investigating Officer: S. T. Payne).

Public Service Alliance of Canada on behalf of a unit of personnel employed at Nanaimo, B.C., by Defence Construction (1951) Limited, Ottawa, Ont. (Investigating Officer: M. C. Chalin).

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, on behalf of a unit of news department personnel employed by Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

United Radio and Television Workers Union, Local 291 (CLC), on behalf of a unit of salesmen employed by C.K.A.C. Limitée, Montreal, Que. (Investigating Officer: S. T. Payne).

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Imperial Roadways Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Maritime Towing Company Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Request for review

The Board received a request for review under Section 61 (2) of the Act from Le Syndicat National des Debardeurs de la Baie des Ha! Ha! Inc., seeking amendment of the certificate issued by the Board on June 23, 1955, that certified the applicant union as bargaining agent for a unit of longshoremen employed by Saguenay Terminals Limited, at Port Alfred, Que. (L. G. 1955, p. 946).

Application for revocation received

Lakehead Freightways Limited, Port Arthur, Ont., applicant company, and General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The application seeks revocation of the Board's Order of April 23, 1968, certifying the respondent union as the bargaining agent for a unit of drivers employed by Lakehead Freightways Limited at Sault Ste. Marie, Ont. (L. G. 1968, p. 410) (See also applications for revocation, above).

Application for certification withdrawn

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, applicant, and Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont., respondent. (L. G., Jan., p. 57).

Price Indexes

Consumer, November 1969

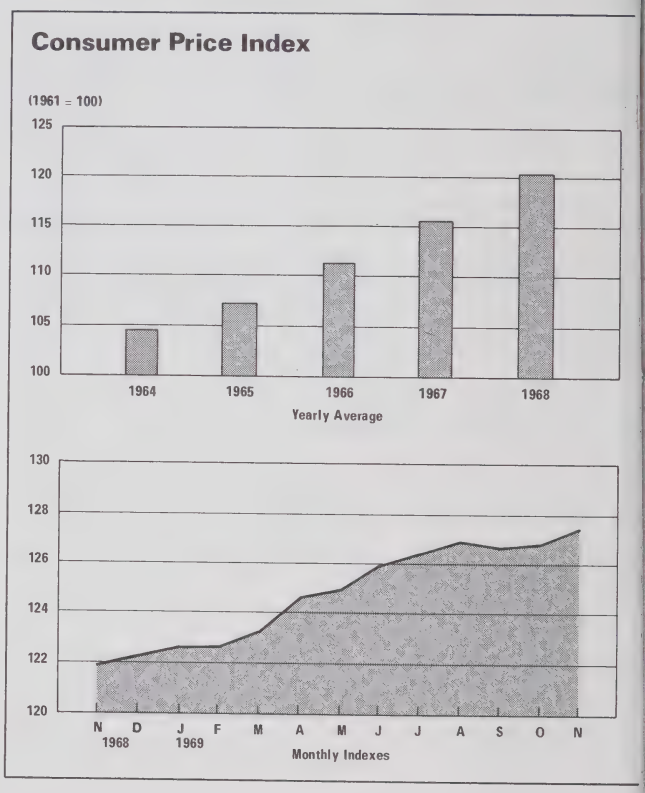
The consumer price index (1961 = 100) increased 0.5 per cent to 127.4 in November from 126.8 in October, and was 4.5 per cent higher than in November 1968. Six of the seven main components registered increases in the latest month.

The food index advanced 0.8 per cent to 128.8 from 127.8, and was 4.4 per cent higher than the November 1968 level of 123.4. Vegetable prices declined nearly 16 per cent in the previous two months, but increased by 11 per cent in November. There were increases of 20 per cent or more recorded for lettuce, tomatoes and celery.

Noticeable increases also occurred for staple foods: bread, 2.6 per cent; eggs, 3.5 per cent (23 per cent higher than their July low); and sugar, 1.9 per cent. Partially offsetting these increases, a number of food groups were lower in price: on average, poultry prices declined 9.1 per cent; pork, 1.3 per cent; and fruits, 3.4 per cent.

Among fresh fruits, grapefruit prices fell 35 per cent after seven successive months of increasing quotations; bananas decreased 12 per cent, and apples, 6 per cent. Beef prices were unchanged from October.

The housing index increased 0.4 per cent to 126.9 from 126.4 and was 5.0 per cent higher than a year earlier. Home-ownership costs rose 0.5 per cent because of increased property taxes, and higher prices for new houses and repairs. Rents increased 0.3 per cent. Among household operation items, prices for furniture and utensils increased by about 1 per cent.



The clothing index rose by 0.2 per cent to 126.3 from 126.1, and was 2.4 per cent above its level of a year ago. Men's wear and children's wear, footwear and piece goods each registered price increases ranging between 0.2 and 0.5 per cent over the preceding month. Women's wear declined in price by 0.3 per cent.

The transportation index moved up 0.7 per cent to 121.8 from 120.9, and was 5.3 per cent higher than a year earlier. The November increase was mainly due to the introduction of 1970 automobile prices. Partially offsetting this increase, train fares declined substantially mainly because of off-season fare schedules.

The health and personal care index increased by 0.2 per cent to 136.4 from 136.1, and was 5.4 per cent above its level of a year ago. Higher prices were recorded in several cities for women's hairdressing and personal care supplies.

The recreation and reading index moved up 0.2 per cent to 136.4 from 136.1, and was 4.2 per cent above its level of November 1968.

The tobacco and alcohol index declined 0.1 per cent to 126.3 from 126.4, and was 4.1 per cent higher than a year ago.

Wholesale, October 1969

The general wholesale index declined to 283.3 in October from the September index of 283.4, and was 4.4 per cent higher than the October 1968 index of 271.3. Three of the eight major group indexes were lower, four advanced, and one—non-metallic minerals products—was unchanged at 210.2.

The animal products group index declined 1.0 per cent to 324.4 from 327.8 on price decreases for fresh meats, livestock and fishery products. A decrease of 0.7 per cent to 384.8 from 387.5 in the wood products group index reflected lower prices for cedar, spruce, fir and hemlock. The textile products group index moved down slightly to 256.7 from 256.8.

The chemical products group index rose 0.9 per cent to 223.3 from 221.3 on higher prices for soaps and detergents, and paint materials. **An advance of 0.8 per cent to 288.2 from 285.8 in the iron products group index was due to price increases for castings and forgings, and rolling mill products.** Price increases for grains, tea, coffee and cocoa, and sugar and its products, resulted in a rise of 0.6 per cent in the vegetable products group index to 237.1 from 235.6. The non-ferrous metals products group index advanced 0.4 per cent to 273.7 from 272.6 on higher prices for silver, aluminum and copper sheet.

City Consumer, November 1969

The consumer price index advanced in all regional cities and city combinations between October and November, with increases ranging from 0.1 per cent in St. John's, Nfld., to 1.0 per cent in Winnipeg.

Food indexes rose substantially in most cities after two months of declining prices. Transportation indexes registered increases of between 0.3 per cent in Vancouver and 2.6 per cent in Halifax. Although rail fares were seasonally lower, new 1970 automobile prices were substantially higher than the yearend prices of 1969 models. Housing indexes recorded increases in all cities surveyed due to higher shelter and household operation costs. Other main component indexes registered minor advances and declines across the country.

Regional consumer price index point changes between October and November were: Winnipeg +1.0 to 125.4; Vancouver +.8 to 120.1; Halifax +.7 to 122.0; Montreal +.7 to 122.8; Saskatoon-Regina +.7 to 121.3; Ottawa +.6 to 125.4; Toronto +.6 to 126.1; Edmonton-Calgary +.6 to 123.2; Saint John +.3 to 121.5; St. John's +.1 to 120.0

U.S. consumer, October, 1969

The United States consumer price index (1957-59=100) rose 0.4 per cent in October to 129.8. It was 5.6 per cent higher than a year ago.

The advance over September was due to higher prices on new and used cars, apparel, and most kinds of consumer services. It was partly offset by a seasonal decline in food prices.

Among the major price increases were 0.8 per cent in home purchases, 1 per cent in restaurant meals, 1.3 per cent in women's apparel, 3.6 per cent in used cars, and 4.7 per cent in new cars. The cost of food at home declined 0.6 per cent; health insurance costs were lower.



British retail, September 1969

The British general index of retail prices (January 16, 1962 = 100) was 132.2 at September 16, compared with 131.8 at August 19 and 125.8 at September 17, 1968. The increase was due to a rise in the average price of milk, partly offset by a reduction, largely seasonal, the average level of prices of apples. The descriptic "general" index of retail prices is used to differentia the two new indices for pensioner households.

The index for foods, the prices of which are affecte by seasonal variations—home-killed lamb, fresh an smoked fish, eggs, fresh vegetables and fresh fruit—wa 129.0 compared with 131.7 in August. The index fo the food group as a whole rose by more than one ha of 1.0 per cent to 131.3, compared with 130.5 in Augus

In durable household goods, the group index rose t 119.0, compared with 118.6 in August, mainly as a resu of increased prices for articles of soft furnishings.

There were increases in the average level of prices o many articles of clothing and footwear. The index fo this group as a whole rose by one half of 1.0 per cen to 118.8, compared with 118.2 in August. The principa changes in the transport and vehicles group index were increases in road and rail passenger fares, and a reduc tion in the average level of prices of second-hand cars The index for this group as a whole rose to 124.3, com pared with 123.8 in August.

Increases in the average levels of charges for a number of services, moved the index for the group as a whole up to 143.3, compared with 142.8 in August.

In the remaining six groups—alcoholic drink, tobacco, housing, fuel and light, miscellaneous goods, and meals bought and consumed outside the house—there was little change in the general level of prices.

Legal decisions

The Supreme Court of Canada on May 13, 1969, upheld the decision of the Quebec Superior Court that it had the power to review proceedings and decisions of the Canada Labour Relations Board.

Finding that Three Rivers Boatman Ltd. was within federal jurisdiction because its primary business was that of pilotage, the Canada Labour Relations Board certified a union as the appropriate bargaining agent for a group of the company's employees. The company, having argued before the CLRB that it was an intraprovincial undertaking, applied to Quebec Superior Court for a writ to suspend proceedings issuing from the certification decision until a final judgment of the CLRB's authority under the IRDI Act could be made.

Considering the facts set out in the company's application for a writ, the Superior Court found that the CLRB had, prima facie, exceeded its jurisdiction. Because the Superior Court also held that it had the power to review decisions of the CLRB that had effects in the province of Quebec, the court granted the writ sought by the company.

Both the union involved and the CLRB appealed to the Quebec Court of Queen's Bench. Adopting the union's argument that the CLRB had jurisdiction over the relations between the company and its employees, the CLRB also argued that, by virtue of Sec. 846 of the new Quebec Code of Civil Procedure, the Superior Court had authority only over "courts subject to its superintending power." Sec. 33 of the Code provides that the Superior Court has superintending power over "courts within the jurisdiction of the Legislature of Quebec and bodies politic and corporate within the Province." In the light of Sec. 33, and because the Canada Labour Relations Board was created by the Parliament of Canada, the Court of Queen's Bench concluded that the Superior Court could not review the proceedings and decisions of the CLRB. The company, its application for a writ having been rejected at this stage, appealed to the Supreme Court of Canada.

Mr. Justice Fauteux, speaking for the Supreme Court, did not agree with the conclusion reached by the Court of Queen's Bench. **He said that, when the Quebec Superior Court was created by statute in 1849, it acquired, among other things, the power of review over judicial and quasi-judicial bodies that had, until then, been exercised by the Quebec Court of King's Bench. This right has been preserved through all the revisions of the Code of Civil Procedure since 1849, including the provision in Sec. 846 of the new Code.** Over the years since 1849, the Superior Court has exercised this power of review over quasi-judicial bodies that were within the jurisdiction of the Parliament of Canada, the most recent being the case of **Stanley and others v. The Canada Labour Relations Board et al.** (1967) C.S. 104, in which reference was made to the **Vantel Broadcasting** case (L. G. 1963, p. 57).

An amendment to the provision of the Code of Civil Procedure that now stands as Sec. 33 was made by the Quebec legislature in 1957 in order to provide expressly for the Superior Court's power of review over "courts

within the jurisdiction of the Legislature of Quebec." According to Mr. Justice Fauteux, a legislature is presumed to make laws within the limits of its jurisdiction. He therefore said that, in the 1957 amendment, the Quebec legislature had neither the jurisdiction nor the intent of modifying the power of review possessed by the Superior Court since before Confederation. Moreover, the Parliament of Canada has not, by way of a general declaration, attributed this power of review to another court. **It would follow that the Superior Court still possesses the power it inherited by law in 1849, so that any person who maintains that his rights have been abused by an excess of jurisdiction on the part of a federal body can have recourse to the Superior Court's power.**

Mr. Justice Fauteux made reference to Sec. 31 of the Code of Civil Procedure. It states that the Superior Court is the court of first instance in every case that has not been assigned exclusively to another court by a specific provision of law. To him, this was the same principle, based on the common law, that was expressed in the Privy Council decision in **Board v. Board** (1919) A.C. 956: "If the right exists, the presumption is that there is a Court which can enforce it." In the same case it was said that "nothing shall be intended to be out of the jurisdiction of a superior court but that which especially appears to be so."

Mr. Justice Fauteux concluded that the Superior Court has the power to review the carrying out of a quasi-judicial decision by the Canada Labour Relations Board that affects the rights of persons under the jurisdiction of the Province of Quebec. The Supreme Court of Canada upheld the decision of the Quebec Superior Court to allow a writ suspending proceedings resulting from the CLRB's decision. **Three Rivers Boatman Ltd. v. Conseil canadien des relations ouvrières, Roger L. Fournier, J. Lorne MacDougall et Syndicat international des marins canadiens,** Supreme Court of Canada, May 13, 1969.

The Supreme Court of Canada decided on June 26, 1969 that the IRDI Act does not apply to a shipping company operating strictly within one province.

Two issues were before the Supreme Court. Mr. Justice Fauteux, speaking for the Court, said that the first point—whether there is recourse to Quebec Superior Court in order to appeal procedures and decisions of the Canada Labour Relations Board—had already been decided affirmatively by the Supreme Court in the **Three Rivers Boatman** case.

The remaining point was whether the Canada Labour Relations Board had exceeded its jurisdiction under Sec. 53 of the IRDI Act when it ordered a vote to be held among employees of Agence Maritime Inc. for purposes of certification. The company questioned the CLRB's jurisdiction and had applied for relief to the Quebec Superior Court. **In this application it was claimed that the company had been incorporated under Quebec law and had its principal place of business in Quebec City. The three coastal vessels in its possession operated out of Quebec City and carried general cargo only within the limits and waters of Quebec, mostly between Montreal, Quebec City, and north and south shore ports on the St. Lawrence River. The company had seven regional offices and port facilities, all in Quebec ports. On only three occasions had its vessels gone beyond the limits of Quebec: in 1964, two trips were made to Toronto; in 1965, one trip was made to Pugwash, N.S.; in 1966, no trips seemed to have been made outside Quebec.**

Quebec Superior Court, relying on opinions expressed by members of the Supreme Court of Canada in the **Eastern Canada Stevedoring** case (L. G. 1955, p. 952), found that the claims in the application were sufficient to classify the company as an intraprovincial undertaking in connection with navigation, and decided that, until evidence to the contrary was given, there was sufficient reason in law to accept the company's application and allow the parties to debate the facts as well as the law involved in the case. The Superior Court, accordingly, issued a writ suspending the vote proceedings ordered by the CLRB until a final judgment of the company's application could be made.

On the appeal of this decision, a majority of the Quebec Court of Queen's Bench were of the opinion that the CLRB was not subject to review by the Superior Court and, on this point alone, reversed the Superior Court decision to issue a writ. The company appealed to the Supreme Court of Canada.

Mr. Justice Fauteux held that, the case still being in its preliminary stage, only the facts set out in the company's application to the Superior Court, not the facts deemed proved by the CLRB, need be taken into account. Accordingly, he found that the company's shipping operations had been limited to the province of Quebec.

In the face of argument to the contrary, Mr. Justice Fauteux said that the three trips beyond the limits of Quebec were not sufficient to change the permanent nature of the company's undertaking. The facts in the **Tank Truck** case (L. G. 1961, p. 159), affirmed on appeal (L. G. 1963, p. 611), and in the **Liquid Cargo** case (L. G. 1965, p. 435) were found to differ from those in the case at bar. Tank Truck Transport Ltd. held permits for extraprovincial transport, and trips outside the province of Ontario, although not made according to a timetable, were reasonably regular. Liquid Cargo Lines Ltd. provided extraprovincial transport consistently and without interruption whenever customers requested such service.

Another argument that opposed Mr. Justice Fauteux's finding that the company operated intraprovincially was that, in travelling the St. Lawrence River, company ships would, of necessity, pass through "inland waters of Canada" as defined in Sec. 2(41) of the Canada Shipping Act. In answer, Mr. Justice Fauteux said that going outside the waters of a province in order to go from one point to another in the same province could hardly be the same as going beyond the limits of that province, as was meant by Sec. 92(10) of the BNA Act and Sec. 53(c) of the IRDI Act. He therefore maintained that, given existing evidence, the company's operations were intraprovincial.

Nevertheless, it was further argued by the CLRB and the union involved that, even if this were so, the company's operations fell under the authority of the Parliament of Canada by virtue of Sec. 91(10) of the BNA Act ("Navigation and Shipping") and under the jurisdiction of the Board, because the IRDI Act states:

"53. Part I (of the Act) applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing, (a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transportation by ship anywhere in Canada."

This interpretation, Mr. Justice Fauteux said, could not be accepted without concluding as well that when Sec. 91(29) and Sec. 92(10) (a) of the BNA Act were enacted, the legislator "spoke in order to say nothing." To Mr. Justice Fauteux, it seemed clear that the provision in the IRDI Act that included "lines of steam and other ships connecting a province with any other or others of the provinces or extending beyond the limits of a province" as undertakings within the authority of Parliament (Sec. 53(c)) necessarily implied that other shipping operations were not included. **However liberally Sec. 91(10) of the BNA Act might be interpreted, Sec. 91(29) and Sec. 92(10) (a) and (b) collectively have the effect of excluding shipping operations carried on strictly within one province from the authority of the Parliament of Canada. Consequently, it was found that the IRDI Act did not govern the company's operations in this particular case.**

Mr. Justice Fauteux concluded that the Quebec Superior Court was justified when it issued the writ requested by the company in order to suspend the proceedings ordered by the Canada Labour Relations Board. **Agence Maritime Inc. v. Canada Labour Relations Board, R. L. Fournier and J. L. MacDougall, and Seafarers' International Union of Canada,** Supreme Court of Canada, June 25, 1969.

Railway arbitration

Nine disputes, Cases 174 to 182, were dealt with by the Canadian Railway Office of Arbitration in Montreal on October 14, 1969. The arbitrator dismissed grievances in seven cases, allowed one, and allowed part of another grievance. Case No. 173 was dealt with by the Office on September 9, 1969.

Case No. 173. An ex parte dispute between the Canadian Pacific Railway Company and the United Transportation Union over the non-reduction of the averaging period.

A waiter was out of service and not subject to wages for seven days, and there was no reduction made in the 520-hour, straight-time averaging period. The union contended that there should have been a reduction of 40 hours in the straight-time averaging period. The arbitrator found that the time out of service did not constitute a calendar week, and he therefore dismissed the grievance. In Case No. 172 (L. G., Jan., p. 66) the arbitrator defined a calendar week as a seven-day period beginning on a Sunday.

Case No. 174, Dispute between CNR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over unpaid punitive overtime.

Three warehousemen, members of Seniority Group 2, claimed that they were entitled to perform certain work that was sometimes performed by checkers, members of Seniority Group 3. The arbitrator said that in this case, "it appears to have been the custom for the group 3, transit, employees to accept and check carload shipments of fish. It may be that work of this sort could properly come within the scope of a warehouseman's duties." But even if the company had assigned the work to warehousemen, the company was not obliged to assign it exclusively to the warehousemen at the expense of the checkers. "I am unable to see that any provision of the collective agreement has been violated in this assignment," and the grievance must be dismissed.

Case No. 175. Dispute between CNR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over the denial of a warehouseman his annual vacation on a date he requested.

The Warehouseman applied for this time before February 1, in compliance with the collective agreement. He contended that because of his seniority, he was entitled to the time he wanted. But the arbitrator found that the employees who began their vacations at that time did have more seniority than did the grievor.

The company, in deciding on vacation times, considered the office employees and the freight shed employees as separate groups and allocated vacations so that there would always be an efficient working force. The union pointed out that about one in five office employees were away at one time while one in eight of the freight shed employees were allowed to be away at one time. The arbitrator found no relationship between the needs of the two groups and dismissed the grievance.

Case No. 176. Dispute between CPR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over the contracting-out of work to a private company.

The company closed its linen room operations at a terminal and gave the contract to a private company. The arbitrator said that, as in many cases, there was no provision in the collective agreement that prohibited contracting out. "The great bulk of arbitration cases have held that any such prohibition must be explicitly set out in the collective agreement. There is no such provision in this case, and the grievance must therefore be dismissed."

Case No. 177. Dispute between CPR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over work reassigned to a non-scheduled employee.

The company abolished the position of clerk-stenographer and assigned the work to the superintendent's secretary. The arbitrator said, "It is not suggested that this was anything other than a bona fide decision, and the decision is therefore not reviewable in arbitration proceedings." But, as a result of the change, certain duties formerly performed by a member of the bargaining unit are now performed by an employee outside the unit. The arbitrator said that there was no prohibition of this in the collective agreement and the duties given to the secretary were within her classification. He dismissed the grievance.

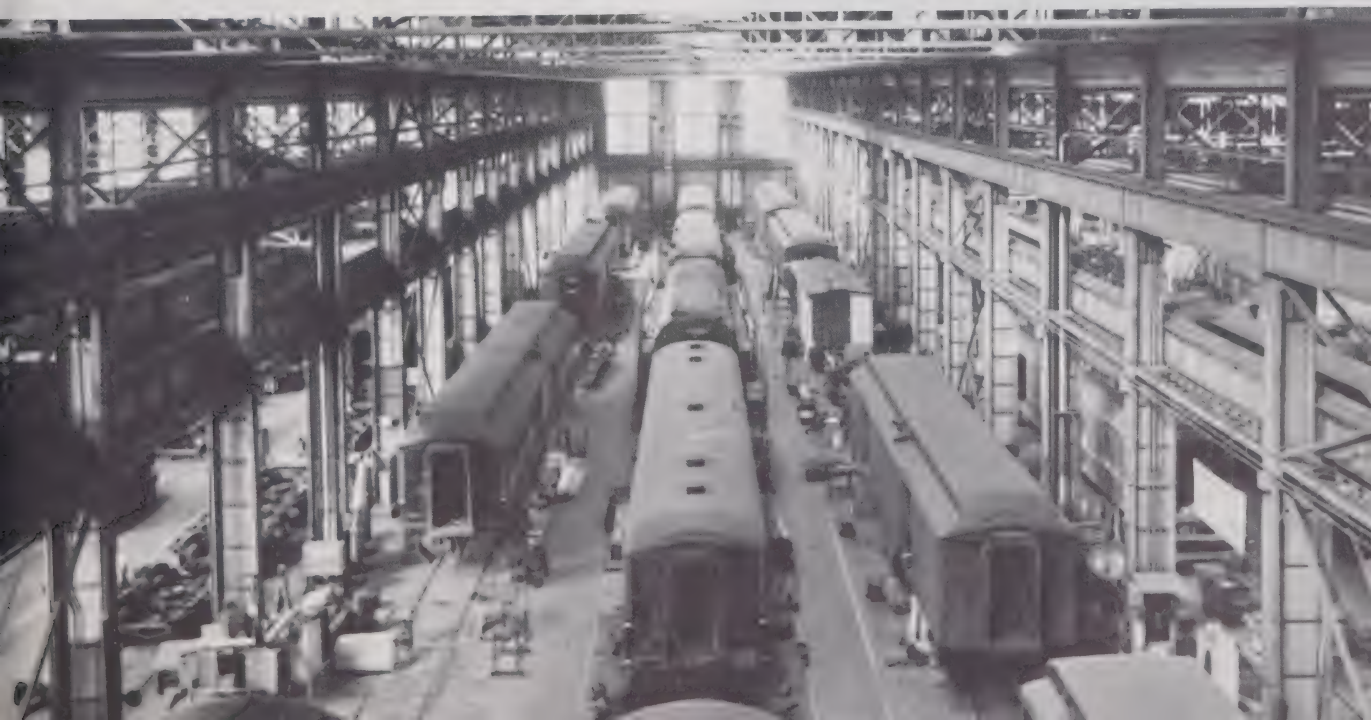
Case No. 178. Dispute between CPR (Transport Dept.) and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over time spent by a driver in driving a transport tractor from a garage to a terminal in addition to normal duties.

The driver must pick up the transport at the start of his trip and drive it back to the garage after his day's trip. The union contended that the duties performed at the garage and the driving of the truck between the garage and the terminal are "separate and apart from the preparatory and termination duties" as outlined in the collective agreement and such work should be paid as work time. The company contended that the duties are part of preparatory and termination duties.

The arbitrator said that the driving of the tractor from a distant garage to the terminal is not one of the preparatory duties as outlined in the agreement. "The grievance is, to that extent, allowed." He concluded that "time spent driving between a distant garage and a terminal is not excluded from terminal delay time."

Case No. 179. Dispute between CPR and the Brotherhood of Locomotive Engineers over a claim by an engineer for time involved on a subdivision.

The engineer was required to make a side trip of 13 miles. It took two hours and five minutes to make the trip and the engineer submitted a claim for this time—26 miles—in respect of the total time occupied in making the side trip on the subdivision. The company paid 13 miles on the grounds that "running off main track" does not apply to side trips on branch line subdivisions. The arbitrator found that the trip was on main track as defined in the Uniform Code of Operating Rules. And he quoted an article in the collective agreement covering trainmen in Western Canada that says, "a side trip on





a branch line shown in the timetable as a subdivision does not constitute running off the main track." He dismissed the grievance.

Case No. 180. Dispute between Pacific Great Eastern and the United Transportation Union over the assessment of demerit marks against a trainman.

The demerit marks were assessed as the result of an accident when the trainman was working as a yard foreman. The arbitrator found two reasons for the accident. "One was the lining of the wrong switch; the other was the leaving of a car foul of the lead on the south end" of the track. The wrong switch was thrown by a yardman, not the grievor, and neither the grievor nor his crew was responsible for there being a car foul of the lead on the south end of the track. The arbitrator said that the grievor did meet his responsibilities and the error was made by another person. He allowed the grievance and the 15 demerit marks were to be removed from the grievor's record.

Case No. 181. Dispute between Pacific Great Eastern and the United Transportation Union over claims by a conductor and his crew for 100 miles runaround.

The conductor was working with a Burro crane and was instructed to couple it onto a pile driver, toot car, and idler and move this equipment 4.7 miles. The conductor claimed a 100-mile runaround for himself and his crew but payment was declined because there was no requirement for a full crew.

The pile driver was not under power the day in question and the issue is whether the use of the Burro crane required a full crew. An article in the agreement says that self-propelled equipment will not be used to switch cars, place loads, or remove empties unless manned by a full crew. The arbitrator found that the equipment was not used to do these things and therefore a full crew was not required. He dismissed the grievance finding that the company had complied with requirements in the agreement.

Case No. 182. Dispute between CNR and the Canadian Brotherhood of Railway, Transport, and General Workers over the claim of a motorman to overtime work on a rest day.

The company hired a private company to transfer charcoal heaters from one point to another. The union contended that the company should not have contracted out the work but should have called in a motorman who was on his rest day. The arbitrator said that the collective agreement had no express provision against contracting-out and he dismissed the grievance.

Publications in the library

List No. 251

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

Collective agreements

■ **No. 1—Quinet, Félix.** Collective agreements and their seniority provisions; a talk to the Institute on Collective Bargaining of the Registered Nurses' Association of Ontario, Toronto, November 16, 1968. [Toronto, 1969?] 1v. (unpaged).

■ **No. 2—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; subcontracting. Washington [GPO, 1969] 47 p.

Conferences

■ **No. 3—Governor's Conference on Public Employment Relations, New York, 1968.** A summary of the proceedings. [New York? New York State Public Employment Relations Board, 1969?] 102 p. Conference held October 14 to 16, 1968.

■ **No. 4—Seminar on the Elimination of All Forms of Racial Discrimination, New Delhi, 1968.** Seminar on the Elimination of All Forms of Racial Discrimination. New York, United Nations, 1968. iv, 47 p. "Organized by the United Nations, Division of Human Rights, in co-operation with the Government of India."

Economic conditions

■ **No. 5—Evans, Michael K.** An econometric model of the French economy; a short-term forecasting model. [Paris] O.E.C.D., 1969. 103 p. OECD Economic studies series.

■ **No. 6—U.S. Bureau of Labor Statistics.** Three standards of living for an urban family of four persons, Spring 1967. Washington, GPO, 1969. 92 p.

Employment management

■ **No. 7—Coghill, Mary Ann.** The lie detector in employment, an examination of some of the problems. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1968. 24 p.

■ **No. 8—International Labour Office.** Introduction to work study. Rev. ed. Geneva, 1969. 436 p.

Industrial relations

■ **No. 9—Canadian Labour Congress.** Canadian industrial relations; a statement . . . on the report of the Task Force on Labour Relations submitted to Hon. Bryce Mackasey, Minister of Labour, on June 25, 1969. Ottawa, 1969. 62 p. English and French, the latter inverted with special title page.

Labour organization

■ **No. 10—American Federation of Labor and Congress of Industrial Organizations. Executive Council.** To clear the record; AFL-CIO Executive Council report on the disaffiliation of the UAW. [Washington, 1969] 98 p. Contains a review of events and episodes leading up to the disaffiliation of the UAW from the AFL-CIO on July 1, 1968, and a review of UAW charges, complaints, and proposals and a defence by the AFL-CIO against the allegations.

■ **No. 11—Dubofsky, Melvyn.** When workers organize; New York City in the Progressive era. Amherst, University of Massachusetts Press, 1968. xi, 225 p. A history of the struggles of unorganized workers in New York City to achieve union recognition during the first 20 years or so of the 20th Century.

■ **No. 12—Great Britain. Central Office of Information. Reference Division.** Trade unions in Britain. London, HMSO, 1969. 35 p. Prepared for British Information Services.

Labour supply

■ **No. 13—Bakke, Edward Wight.** The mission of manpower policy. Kalamazoo, W. E. Upjohn Institute for Employment Research, 1969. viii, 126 p. The author proposes a manpower policy which will take into consideration "the total labor force now employed, to be employed, unemployed, underemployed, or ineffectively employed, whatever their type and degree of skill, industrial or occupational attachment, or condition of social or economic advantage or disadvantage."

■ **No. 14—British Columbia. Department of Labour. Research Branch.** The logging labour force in coastal British Columbia. Victoria, 1969. 53, 12 p.

■ **No. 15—India (Republic). Directorate General Employment and Training.** Employment revie 1967/68. [New Delhi, 1969?] 79 p.

■ **No. 16—Ontario. Department of Labour. Researc Branch.** Occupational trends in Ontario, by Shirley Green. Toronto, 1967, 109 p.

Labouring classes

■ **No. 17—New South Wales. Industrial Commissio of Inquiry Regarding the Functions of the Apprenticeshi System in New South Wales.** Report. Sydney, Goverr ment Printer, 1969. 638 p.

■ **No. 18—International Association of Governmenta Labor Officials.** Labor laws and their administration proceedings, 51st convention of the International Assoc ation of Governmental Labor Officials, Philadelphia Pa., July 22-26, 1968. Washington, GPO, 1969. 240 p

Professional workers

■ **No. 19—U.S. National Science Foundation. Offic of Economic and Manpower Studies.** Scientists, engi neers, and physicians from abroad, fiscal years 1966 an 1967. Washington, GPO, 1969. 31 p.

U.S.—executive departments

■ **No. 20—Clague, Ewan.** The Bureau of Labor Statis tics. New York, Praeger, 1968. xv, 271 p. The autho served as Commissioner of Labor Statistics from 194 to 1965.

■ **No. 21—U.S. Missile Sites Labor Commission.** The Missile Sites Labor Commission, 1961 thru 1967. Washington, GPO, 1969. 88 p. Written by Wayne E. Howard. The Commission was established May 26, 196 and disbanded October 11, 1967 at which time its residual responsibilities were transferred to the Federal Mediation and Conciliation Service.



Wages and hours

■ **No. 22—British Columbia. Department of Labour. Research Branch.** Wage changes (excluding fringes) negotiated through collective bargaining in British Columbia based on agreements received during the period of June to December, 1968. Victoria, 1969. 29 p.

■ **No. 23—Great Britain. Department of Employment and Productivity.** Time rates of wages and hours of work, 1st April 1969. London, HMSO, 1969. [317] p.

■ **No. 24—U.S. Maritime Administration.** Seafaring wage rates, Atlantic, Gulf and Pacific Districts, December 1968. Washington [GPO, 1969] 100 p. "This publication is supplemental to the publication Seafaring Wage Rates, 1967 . . ."

Women—employment

■ **No. 25—Ontario. Women's Bureau.** What women think about working. [Toronto, 1969?] 8 p. Women's Bureau C.N.E. survey no. 5.

Miscellaneous

■ **No. 26—National Industrial Conference Board.** Organizing for effective public affairs, by William R. Bradt. New York, 1969. 65 p. Its Studies in public affairs, no. 5. "Public affairs is considered to encompass the following activities: (1) governmental and legislative relations, (2) encouragement of employee political activity, (3) political and economic education, (4) community relations, (5) corporate contributions for health, education, and welfare, and (6) solution of environmental problems." This report analyzes the steps taken in setting up a public affairs unit, the responsibilities of the unit, and its place in the structure of the company. Contains examples of public affairs policy statements, public affairs position descriptions, and organization charts, as well as case studies of public affairs organization.

■ **No. 27—National Industrial Conference Board.** R&D: its makeup, management, and measurement, by Lowell Laporte. New York, 1969. 29 p. Its managing the moderate-sized company, report no. 11.

■ **No. 28—Somers, Herman Miles.** Medicare and the hospitals; issues and prospects [by] Herman Miles Somers [and] Anne Ramsay Somers. Washington, Brookings Institution [1967]. xvi, 303 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previou Yea
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended November 15, 1969		8,115	− 0.3	+ 1.
Employed		7,761	− 0.9	+ 1.
Agriculture		491	−10.4	− 6.
Non-agriculture		7,270	− 0.1	+ 1.
Paid workers		6,724	− 0.4	+ 1.
At work 35 hours or more		5,054	+31.4	− 0.
At work less than 35 hours		2,437	−33.2	+ 4.
Employed but not at work		270	−19.6	+ 11.
Unemployed		354	+12.7	+ 4.
Atlantic		40	+17.6	—
Quebec		143	+ 5.9	+ 6.
Ontario		82	+12.3	—
Prairie		41	+28.1	+ 17.1
British Columbia		48	+20.0	+ 2.1
Without work and seeking work		331	+11.1	+ 4.1
On temporary layoff up to 30 days		23	+43.8	+ 15.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	October	129.9	− 0.2	+ 3.1
Manufacturing employment (1961 = 100)	October	126.0	− 0.7	+ 1.1
IMMIGRATION	1st 9 mos.	119,692	—	− 12.2
Destined to the labour force	1st 9 mos.	63,124	—	− 10.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	November	90	−19.6	+ 28.6
No. of workers involved	November	49,404	−33.2	+239.2
Duration in man days	November	402,010	−63.9	+ 81.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	October	121.09	+ 0.7	+ 7.3
Average hourly earnings (mfg.)	October	2.87	+ 1.8	+ 8.7
Average hours worked per week (mfg.)	October	40.2	− 1.2	− 1.7
Average weekly wages (mfg.)	October	115.06	+ 0.3	+ 6.3
Consumer price index (1961 = 100)	November	127.4	+ 0.5	+ 4.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	September	121.5	+ 2.8	+ 2.2
Total labour income (Millions of dollars)	October	3,438	− 0.3	+ 12.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	October	165.8	− 0.1	+ 1.6
Manufacturing	October	166.6	− 0.1	+ 2.3
Durables	October	184.5	+ 0.4	− 0.5
Non-durables	October	152.0	− 0.7	+ 5.2
NEW RESIDENTIAL CONSTRUCTION‡				
Starts	October	15,239	+ 9.3	− 9.5
Completions	October	15,684	+ 3.9	+ 10.8
Under construction	October	119,120	− 0.5	+ 19.7

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data
‡ Centres of 10,000 population or more.

ables

-1 to A-3 — Labour Force

.1 — Labour Income

-1 to C-7 — Employment, Hours and Earnings

-1 to E-4 — Unemployment Insurance

-1 and F-2 — Prices

-1 to G-4 — Strikes and Lockouts

— Employment Fatalities

A—Labour Force

able A-1—Regional Distribution, Week Ended November 15, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
HE LABOUR FORCE	8,115	646	2,274	3,007	1,333	855
Men	5,502	444	1,568	2,006	911	573
Women	2,613	202	706	1,001	422	282
14-19 years	769	65	211	250	151	92
20-24 years	1,211	122	383	400	189	117
25-44 years	3,511	246	1,010	1,345	536	374
45-64 years	2,425	197	618	935	422	253
65 years and over	199	16	52	77	35	19
EMPLOYED	7,761	606	2,131	2,925	1,292	807
Men	5,243	412	1,461	1,948	883	539
Women	2,518	194	670	977	409	268
Agriculture	491	24	94	131	220	22
Non-agriculture	7,270	582	2,037	2,794	1,072	785
Paid workers	6,724	537	1,866	2,609	986	726
Men	4,413	360	1,258	1,693	626	476
Women	2,311	177	608	916	360	250
UNEMPLOYED	354	40	143	82	41	48
Men	259	32	107	58	28	34
Women	95	*	36	24	13	14
PERSONS NOT IN LABOUR FORCE	6,663	725	1,960	2,279	1,059	640
Men	1,822	235	521	602	294	170
Women	4,841	490	1,439	1,677	765	470

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended November 15, 1969

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,778	2,449	4,203	1,158	4,286	1,132	1,55
LABOUR FORCE	8,115	769	4,013	913	1,457	764	19
Employed	7,761	694	3,879	842	1,420	736	19
Unemployed	354	75	134	71	37	28	*
NOT IN LABOUR FORCE	6,663	1,680	190	245	2,829	368	1,35
PARTICIPATION RATE†							
1969—November 15	54.9	31.4	95.5	78.8	34.0	67.5	12.
October 18	55.2	31.7	95.5	79.8	34.2	68.4	13.
UNEMPLOYMENT RATE‡							
1969—November 15	4.4	9.8	3.3	7.8	2.5	3.7	*
October 18	3.9	9.3	2.4	7.7	2.5	3.9	*

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended November 15, 1969

	November 1969	October 1969	November 1968
	(in thousands)		
TOTAL UNEMPLOYED	354	314	338
On temporary layoff up to 30 days	23	16	20
Without work and seeking work	331	298	318
Seeking:			
Full-time work	306	275	298
Part-time work	25	23	20
Under 1 month	111	98	118
1-3 months	132	112	112
4-6 months	41	42	44
More than 6 months	47	46	44

Source: Labour Force Survey, DBS.

3—Labour Income

able B-1—Estimates of Labour Income, by Industry

ear and Month	Monthly Totals									
	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	(millions of dollars)									
964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
968—Total	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
968—October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June	75.8	859.3	280.8	43.6	241.3	58.7	477.5	1,106.0	188.6	3,359.6
July	74.1	846.2*	287.3	47.0	262.0	59.2	469.0	1,142.7	182.4*	3,403.6*
August*	72.8	850.6	294.3	46.9	280.8	60.3	469.0	1,139.3	179.7	3,429.6
September†	71.2	865.5	289.1	47.7	284.0	59.0	482.3	1,143.4	174.9	3,448.3
October‡	73.0	864.1	285.6	46.3	278.3	59.3	491.2	1,143.0	172.2	3,437.6
Seasonally Adjusted										
964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
968—October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
969—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,026.7	161.6	3,120.9
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,047.8	164.5	3,169.8
March	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,048.7	165.8	3,196.4
April	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,057.9	167.1	3,216.4
May	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,090.8	170.2	3,260.0
June	73.7	844.9	275.9	40.2	225.4	58.1	470.9	1,089.2	173.5	3,275.3
July	72.9	849.6*	277.6	41.2	233.1	57.8	368.5	1,134.3	174.1*	3,331.7*
August*	71.7	837.2	285.2	40.3	245.0	58.5	471.3	1,133.0	174.7	3,339.8
September†	71.5	846.9	280.7	39.8	248.9	58.0	481.8	1,127.5	175.1	3,353.5
October‡	73.3	848.8	282.3	39.2	244.4	58.7	486.8	1,132.7	176.0	3,365.5

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.
NOTE: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 19 employers in the principal non-agricultural industries reported a total employment of 3,869,442. Table C-3 gives estimates of total e- ployment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more pers and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewh smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are a available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Averag Weekl Wage and Salarie
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.30	123.5	122.8	100.13
1967	122.6	131.4	102.79	123.2	130.6	106.53
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—July	124.0	140.6	109.97	121.9	138.8	113.20
August	126.9	141.8	110.95	125.3	140.4	114.48
September	126.7	143.8	112.52	125.8	143.6	117.08
October	126.0	144.3	112.90	124.6	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July*	129.1	151.1	118.21	125.3	149.8	122.18
August†	130.6	152.3	119.15	127.2	150.8	122.94

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

able C-2—Area Summary of Employment and Average Weekly Wages and Salaries

reas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	August 1969	July 1969	August 1968	August 1969	July 1969	August 1968
	(1961 = 100)			$	$	$
EGION AND PROVINCE						
tlantic Region	128.1	126.4	125.6	98.27	97.17	90.23
Newfoundland	131.7	128.1	131.1	105.78	103.40	100.04
Prince Edward Island	154.8	149.3	147.7	79.08	82.71	70.67
Nova Scotia	122.5	123.3	120.7	97.22	95.92	88.12
New Brunswick	130.0	127.0	126.0	96.60	96.09	88.21
uebec	125.0	123.0	122.3	116.45	115.20	108.86
ntario	131.2	130.4	128.6	122.80	122.23	114.82
rairie Region	131.6	131.6	126.9	114.99	114.32	105.28
Manitoba	122.9	121.8	119.1	109.87	110.06	102.01
Saskatchewan	122.1	122.6	125.2	109.61	108.42	101.86
Alberta	142.8	143.6	134.3	120.61	119.45	109.05
ritish Columbia	146.0	140.8	134.9	130.31	131.29	121.85
ANADA	130.6	129.1	126.9	119.15	118.21	110.95
RBAN AREAS						
St. John's	142.1	139.8	147.5	92.59	95.06	87.73
Halifax	121.0	122.6	117.4	99.91	99.46	91.96
Sydney	91.9	91.9	103.7	105.26	107.41	94.68
Moncton	133.9	131.6	123.3	94.63	93.99	87.09
Saint John	114.2	113.5	110.7	102.81	100.90	90.75
Chicoutimi	117.8	118.4	108.7	135.22	135.81	126.17
Montreal	125.5	123.3	123.5	117.59	116.55	110.63
Quebec	121.7	121.6	118.4	103.62	100.79	93.92
Shawinigan	97.9	98.0	101.0	120.07	117.71	112.69
Sherbrooke	119.6	117.6	117.3	99.60	99.90	94.24
Trois-Rivières	117.9	118.0	115.6	107.81	105.53	101.37
Ottawa-Hull	142.1	139.4	132.5	113.03	112.75	104.97
Belleville	127.4	126.7	120.3	103.48	101.65	94.64
Brampton	285.3	268.9	259.3	121.46	117.94	114.01
Brantford	145.6	141.9	135.2	108.74	108.85	106.59
Fort William-Port Arthur	127.9	129.1	118.8	118.30	118.42	104.68
Guelph	143.7	142.8	140.0	111.03	111.01	105.63
Hamilton	108.3	124.1	122.5	122.46	123.87	119.23
Kingston	133.0	133.3	127.3	116.60	117.07	110.20
Kitchener	157.2	154.4	147.7	109.93	109.08	103.41
London	126.1	125.3	122.7	115.42	114.31	107.80
Niagara Falls	125.5	122.2	117.9	108.95	109.48	103.60
Oshawa	146.8	105.2	118.4	138.83	135.41	131.89
Peterborough	142.3	142.7	128.9	121.91	120.59	114.16
Sarnia	147.8	147.4	143.2	154.91	155.68	149.43
Sault Ste. Marie	70.5	129.4	123.7	127.00	135.91	124.64
Sudbury	64.0	64.5	116.1	131.87	132.29	135.89
St. Catharines	145.8	144.1	136.5	132.52	133.64	122.72
Timmins	74.4	77.1	76.0	107.06	103.83	101.25
Toronto	135.4	133.3	129.8	124.81	124.30	115.52
Welland	99.4	103.0	107.3	144.24	143.27	130.30
Windsor	158.1	129.1	153.0	141.77	136.09	131.16
Winnipeg	124.1	123.0	118.9	102.73	103.33	94.79
Regina	127.0	128.5	126.3	106.96	105.74	95.25
Saskatoon	146.0	145.8	147.7	102.91	101.32	99.04
Calgary	153.4	153.7	140.4	120.20	119.59	108.21
Edmonton	149.3	151.5	140.7	114.82	114.07	104.59
Vancouver	147.1	140.3	134.2	125.75	127.13	117.26
Victoria	137.8	133.5	125.2	112.33	112.41	105.28

*Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Tot Spe fi Indu tri
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
August 1969*	—	113.5	909.7	814.5	435.9	—	1,079.4	303.7	1,103.5	740.5	444.3	6,717
July 1969*	79.3	117.2	878.0	809.4	419.8	675.4	1,045.4	313.5	1,117.5	731.7	440.9	6.637
August 1968†	80.1	122.6	881.8	798.5	405.6	666.2	978.1	283.2	1,034.4	641.1	431.2	6.334
NEWFOUNDLAND												
July 1969*	2.9	4.2	11.5	2.2	9.8	13.9	18.2	2.3	22.5	9.6	10.1	107.
June 1969†	2.4	4.2	11.3	1.9	9.5	13.7	18.2	2.3	22.1	9.3	8.6	103.
July 1968†	3.0	5.8	11.4	2.3	9.8	14.7	16.7	1.9	22.4	8.9	10.1	107.
PRINCE EDWARD ISLAND												
July 1969*	0.1	—	2.4	0.3	2.1	2.4	4.5	0.6	6.1	2.2	2.4	23.
June 1969†	0.2	—	2.5	0.4	2.0	3.2	5.0	0.6	6.1	2.1	2.4	24.
July 1968†	0.2	—	2.4	0.4	2.5	3.3	4.2	0.6	5.9	2.2	2.5	24.
NOVA SCOTIA												
July 1969*	2.6	5.9	19.7	15.0	16.1	25.7	32.0	7.1	39.2	16.8	21.8	202.
June 1969†	3.1	5.8	19.7	15.3	15.3	25.2	32.5	7.0	40.4	17.0	20.9	202.
July 1968†	2.6	6.8	19.4	15.2	14.9	21.4	32.2	6.5	37.0	15.8	21.7	193.
NEW BRUNSWICK												
July 1969*	7.8	2.5	20.3	14.4	10.7	21.0	25.1	4.6	30.3	11.4	12.9	161.
June 1969†	8.7	2.5	19.9	11.1	10.8	21.1	25.4	4.6	31.2	11.3	12.3	159.
July 1968†	10.1	2.7	19.5	12.4	9.8	20.7	24.7	4.5	31.2	11.2	12.9	159.
QUEBEC												
July 1969*	26.9	25.3	324.7	199.3	91.0	186.9	255.1	84.7	314.5	185.2	94.7	1,788.
June 1969†	26.3	25.1	335.2	203.4	76.1	184.1	264.1	84.7	310.1	183.0	87.1	1,779.
July 1968†	27.5	26.7	323.2	195.4	94.6	173.9	242.8	79.4	289.6	166.7	90.7	1,710.
ONTARIO												
July 1969*	10.5	29.3	376.6	444.5	164.7	214.1	415.2	142.1	412.1	299.0	177.4	2,685.
June 1969†	11.2	37.6	381.6	476.9	157.2	222.6	430.0	130.9	414.1	294.8	173.4	2,730.
July 1968†	12.1	37.4	370.3	417.7	158.1	199.1	384.3	123.0	381.8	265.0	176.6	2,525.
MANITOBA												
July 1969*	1.0	7.7	28.1	22.0	19.3	46.1	54.9	12.9	49.8	35.3	21.0	298.
June 1969†	1.1	7.5	29.4	22.0	18.2	46.7	56.0	13.5	52.4	35.6	20.4	302.
July 1968†	0.9	6.9	27.9	20.3	18.9	46.6	53.0	13.2	46.8	29.1	21.0	284.
SASKATCHEWAN												
July 1969*	0.4	5.3	10.5	5.7	14.4	27.9	39.6	8.5	46.8	21.7	21.5	202.
June 1969†	0.6	5.4	10.6	5.8	15.3	27.7	40.4	9.2	47.0	22.0	21.3	205.
July 1968†	0.4	5.3	10.6	6.1	18.1	26.6	40.3	8.3	44.3	20.8	19.5	200.
ALBERTA												
July 1969*	2.2	23.4	28.0	27.4	46.5	56.6	84.9	18.9	92.9	61.8	35.0	477.
June 1969†	2.2	22.2	28.5	27.6	42.3	55.4	86.5	18.7	96.7	61.6	33.6	475.
July 1968†	2.0	20.1	28.2	24.3	41.3	50.0	81.0	17.8	85.6	54.8	33.4	438.
BRITISH COLUMBIA												
July 1969*	24.9	10.7	56.0	78.8	44.4	78.5	114.6	31.7	101.9	86.6	41.5	669.
June 1969†	23.4	11.1	55.6	79.4	43.0	80.4	112.1	30.4	106.9	87.8	40.5	670.
July 1968†	21.0	10.8	57.4	73.7	38.5	77.0	105.3	27.8	95.3	75.3	39.3	621.

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

Note: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada Total only.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

able C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

dustries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	August 1969	July 1969	August 1968	August 1969	July 1969	August 1968
	(1961 = 100)			$	$	$
IINING, INCLUDING MILLING	102.7	105.5	112.6	148.10	146.06	139.09
Metals	86.9	90.9	103.9	146.09	144.05	140.68
Mineral fuels	101.4	103.6	105.1	160.71	160.72	145.73
Non-metals except fuels	131.4	132.2	130.3	134.63	132.29	124.92
Quarries and sand pits	119.5	116.8	121.3	136.61	136.52	120.41
Services incidental to mining	168.1	168.8	162.7	154.98	149.62	143.10
IANUFACTURING	127.2	125.3	125.3	122.94	122.18	114.48
Durable goods	135.1	134.1	133.8	132.83	131.14	124.03
Non-durable goods	120.8	118.2	118.4	113.97	113.93	105.75
Food and beverages	121.6	117.8	123.3	105.78	107.52	98.92
Foods	122.2	117.8	123.8	101.35	103.17	95.73
Beverages	118.0	118.1	120.0	134.56	134.67	119.58
Tobacco processing and products	87.2	88.1	92.8	132.33	131.16	123.11
Rubber products	129.1	126.4	113.2	131.77	123.93	113.23
Leather products	101.5	100.5	102.3	81.80	80.94	76.98
Textile products	120.4	118.1	118.4	103.40	101.06	95.93
Knitting mills	119.1	117.2	117.2	78.67	76.88	72.77
Clothing	112.2	106.0	111.0	78.00	75.12	72.33
Wood products	116.6	116.2	113.9	111.43	109.12	103.63
Furniture and fixtures	137.8	132.8	129.0	104.18	100.12	95.34
Paper and allied industries	125.8	125.4	119.1	142.88	142.94	132.52
Printing, publishing and allied industries	115.9	114.2	114.4	129.26	129.20	119.83
Primary metal industries	101.0	124.6	128.6	148.50	147.06	139.67
Metal fabricating industries	135.6	136.0	132.9	129.65	129.82	121.52
Machinery, except electrical	150.2	151.7	143.8	139.88	139.93	130.76
Transportation equipment	158.9	135.4	144.9	147.98	144.18	135 22
Electrical products	153.4	151.1	144.2	124.29	122.01	116.70
Non-metallic mineral products	124.7	122.6	124.0	133.67	133.48	123.56
Petroleum and coal products	105.7	108.0	107.6	176.78	177.69	168.25
Chemicals and chemical products	122.1	121.0	119.0	139.20	140.13	129.73
Miscellaneous manufacturing industries	151.5	147.5	139.6	105.07	104.19	99.26
CONSTRUCTION	135.0	131.1	135.3	155.62	153.31	142.10
Building	143.1	138.1	140.3	152.50	150.55	139.01
Engineering	121.0	118.9	126.6	161.95	158.89	148.04
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	117.4	115.6	114.2	135.41	134.15	123.52
Transportation	113.7	112.6	111.6	135.29	133.98	122.15
Storage	110.9	115.8	105.9	117.77	112.39	107.54
Communication	124.0	118.7	119.7	129.19	129.11	119.72
TRADE	134.7	133.4	128.0	94.57	95.58	87.96
Wholesale trade	130.2	129.4	124.6	117.81	118.40	108.54
Retail trade	137.3	135.6	129.9	82.45	83.59	76.98
FINANCE, INSURANCE AND REAL ESTATE	140.6	141.0	132.8	114.51	115.02	107.57
Financial institutions	145.5	145.7	136.3	111.53	112.35	104.80
Insurance and real estate	134.0	134.7	128.2	118.86	118.91	111.53
SERVICE	182.3	181.8	166.1	85.39	84.38	79.41
Recreational services	187.6	190.6	160.0	85.66	82.07	71.17
Business services	193.9	195.3	177.1	130.11	128.85	122.48
Personal services	164.1	165.0	153.2	63.67	63.39	58.67
Miscellaneous services	224.2	213.9	199.1	86.82	85.84	86.51
INDUSTRIAL COMPOSITE	130.6	129.1	126.9	119.15	118.21	110.95

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1969	July 1969	Aug. 1968	Aug. 1969	July 1969	Aug. 1968	Aug. 1969	July 1969	Au 19
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.3	40.7	41.7	3.24	3.23	3.08	133.63	131.55	128.5
Metals	40.0	39.5	41.2	3.31	3.33	3.22	132.49	131.47	132.7
Mineral fuels	42.2	42.0	41.9	2.97	2.95	2.62	125.37	124.06	109.9
Non-metals, except fuels	41.2	40.9	42.2	3.08	3.05	2.87	126.72	124.85	121.0
Quarries and sand pits	48.6	48.5	47.9	2.80	2.79	2.45	135.85	135.51	117.4
Services incidental to mining	42.4	41.0	41.2	3.59	3.53	3.36	152.33	144.80	138.4
MANUFACTURING	40.2	39.9	40.4	2.78	2.77	2.59	111.58	110.57	104.6
Durable goods	40.8	40.4	40.9	3.00	2.98	2.82	122.46	120.25	115.3
Non-durable goods	39.6	39.5	40.0	2.56	2.57	2.36	101.45	101.37	94.2
Food and beverages	39.3	39.8	39.9	2.41	2.42	2.24	94.51	96.55	89.4
Foods	39.1	39.6	39.9	2.32	2.34	2.18	90.75	92.78	86.7
Beverages	40.9	41.3	40.5	3.10	3.08	2.77	126.66	127.16	111.9
Tobacco processing and products	37.0	36.7	37.8	3.23	3.21	2.99	119.61	117.86	112.9
Rubber products	40.7	40.0	40.3	2.86	2.86	2.54	116.23	114.38	102.5
Leather products	39.3	38.5	40.0	1.90	1.90	1.77	74.60	73.39	70.8
Textile products	41.0	40.3	41.4	2.23	2.19	2.05	91.52	88.28	84.8
Miscellaneous textiles	40.2	40.2	39.9	2.42	2.30	2.19	96.99	92.35	87.1
Knitting mills	41.0	40.4	41.1	1.71	1.68	1.56	69.97	67.91	64.0
Clothing	37.6	36.5	37.7	1.90	1.86	1.75	71.50	68.00	66.2
Wood products	39.6	39.0	39.9	2.67	2.65	2.47	105.91	103.40	98.6
Furniture and fixtures	42.9	41.4	42.4	2.25	2.22	2.08	96.39	91.87	88.0
Paper and allied industries	40.7	40.8	41.0	3.31	3.30	3.03	134.62	134.69	124.2
Pulp and Paper mills	40.9	41.1	41.0	3.61	3.60	3.30	147.72	147.87	135.2
Printing, publishing and allied industries	38.3	38.1	38.2	3.35	3.33	3.07	128.47	126.90	117.4
Primary metal industries	40.7	41.0	41.0	3.34	3.35	3.22	135.93	137.31	131.8
Iron and steel mills	40.5	40.3	40.3	3.56	3.45	3.36	144.16	138.96	135.3
Metal fabricating industries	40.7	40.8	41.2	3.00	3.00	2.79	122.15	122.41	114.8
Machinery, except electrical	40.7	40.2	41.8	3.15	3.16	2.96	128.48	126.81	123.7
Transportation equipment	41.0	40.6	40.5	3.37	3.25	3.10	138.21	132.04	125.5
Aircraft and parts	40.7	40.9	42.1	3.38	3.26	3.02	137.64	133.23	127.0
Motor vehicles	41.0	40.6	39.8	3.50	3.37	3.24	143.26	136.91	128.9
Assembling	41.3	41.7	38.5	3.80	3.90	3.58	156.67	162.86	137.9
Parts and accessories	40.9	40.2	40.8	3.29	3.27	3.09	134.50	131.33	126.0
Shipbuilding and repairing	41.3	40.5	40.1	3.29	3.25	3.05	135.61	131.65	122.1
Electrical products	39.9	38.6	39.9	2.71	2.69	2.54	107.88	103.62	101.3
Communications equipment	39.7	38.1	39.2	2.62	2.57	2.39	103.94	97.78	93.7
Non-metallic mineral products	42.8	43.1	43.5	3.00	3.00	2.72	128.46	129.08	118.4
Petroleum and coal products	42.8	43.4	43.0	3.75	3.78	3.61	160.43	164.04	155.0
Chemical and chemical products	40.3	40.8	40.3	2.99	3.01	2.79	120.32	122.79	112.5
Miscellaneous manufacturing industries	40.2	39.2	40.5	2.24	2.24	2.09	89.87	87.98	84.7
CONSTRUCTION	41.8	41.6	42.4	3.68	3.64	3.31	153.79	151.35	140.4
Building	39.4	39.3	40.1	3.82	3.78	3.42	150.51	148.40	137.1
General contractors	39.8	39.7	40.0	3.70	3.65	3.30	147.41	145.14	131.9
Special trade contractors	39.0	38.9	40.2	3.92	3.88	3.52	152.98	150.97	141.3
Engineering	46.7	46.2	46.8	3.43	3.41	3.14	160.51	157.22	146.8
Highways, bridges and streets	48.9	49.0	47.6	3.00	2.98	2.66	146.93	146.24	126.3
Other engineering	44.4	43.1	45.9	3.95	3.92	3.68	175.14	168.98	168.8
OTHER INDUSTRIES									
Urban transit	42.5	41.6	41.8	3.51	3.49	3.22	149.37	145.08	134.5
Highway and bridge maintenance	41.3	39.0	38.8	2.57	2.62	2.42	106.30	102.09	94.1
Laundries, cleaners and pressers	38.0	37.4	38.5	1.63	1.61	1.52	61.79	60.44	58.5
Hotels, restaurants and taverns	33.6	33.5	34.3	1.61	1.60	1.48	54.16	53.64	50.8

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

ıble C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

ear and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100) Current Dollars	1961 Dollars
		$	$		
verage					
1964	41.0	2.02	79.51	106.8	103.7
1965	41.0	2.12	82.96	111.4	106.3
1966	40.8	2.25	86.94	116.8	108.8
1967	40.3	2.40	91.65	123.1	110.5
1968†	40.3	2.58	96.84	130.1	112.8
ast Pay Period in					
968—August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July*	39.9	2.77	110.57	148.5	117.0
August†	40.2	2.78	111.58	149.9	118.4

Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Aug. 1969	July 1969	Aug. 1968	Aug. 1969	July 1969	Aug. 1968
				$	$	$
Newfoundland	42.7	43.4	41.3	2.16	2.09	2.10
Nova Scotia	40.0	40.1	39.2	2.18	2.20	2.04
New Brunswick	40.3	40.3	40.0	2.25	2.24	2.06
Quebec	41.2	40.3	41.6	2.50	2.50	2.32
Ontario	40.0	40.0	40.4	2.93	2.91	2.73
Manitoba	39.9	39.9	39.6	2.49	2.48	2.34
Saskatchewan	40.0	39.1	39.9	2.91	2.94	2.73
Alberta	40.1	39.4	39.5	2.93	2.92	2.65
British Columbia	37.0	37.4	37.2	3.47	3.46	3.23

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 79, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—August	5,458,000	5,190,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500
September	5,356,000	5,109,300	246,700
August	5,387,000	5,117,200	269,800

Table E-4—Benefit Payments, by Province, September 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	18,901	603,14
Prince Edward Island	2,704	76,9
Nova Scotia	30,202	978,19
New Brunswick	23,924	694,02
Quebec	250,730	8,021,17
Ontario	286,517	9,490,25
Manitoba	20,664	609,28
Saskatchewan	16,621	493,25
Alberta	26,042	815,78
British Columbia	68,930	2,224,86
Total, Canada, September 1969	745,235	24,008,13
Total, Canada, August 1969	874,533	27,745,02
Total, Canada, September 1968	795,639	20,760,98

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	September 1969			September 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	90,350	64,314	26,036	91,132	61,967	29,15
Newfoundland	2,455	1,648	807	2,385	1,527	85
Prince Edward Island	272	206	66	290	228	2
Nova Scotia	2,830	2,051	779	3,695	2,258	1,47
New Brunswick	2,709	1,972	737	2,966	2,084	82
Quebec	31,304	21,719	9,585	30,474	19,623	10,81
Ontario	31,833	23,154	8,679	30,593	22,053	8,53
Manitoba	2,306	1,713	593	2,532	1,840	62
Saskatchewan	2,046	1,507	539	1,845	1,350	45
Alberta	3,361	2,521	840	3,723	2,642	1,01
British Columbia	11,234	7,823	3,411	12,629	8,362	4,27

* In addition, revised claims received numbered 35,702.

able E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 30, 1969

ovince and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants Sept. 30, 1968
anada	259,558	103,172	63,546	53,411	39,429	246,702
Male	150,416	66,552	36,616	26,957	20,291	141,543
Female	109,142	36,620	26,930	26,454	19,138	105,159
EWFOUNDLAND	7,583	2,631	2,198	1,765	989	7,026
Male	5,691	2,072	1,639	1,361	619	5,115
Female	1,892	559	559	404	370	1,911
RINCE EDWARD ISLAND	770	165	330	129	146	1,025
Male	435	70	244	52	69	601
Female	335	95	86	77	77	424
OVA SCOTIA	9,892	3,058	2,101	3,171	1,562	10,131
Male	7,007	2,238	1,321	2,400	1,048	6,766
Female	2,885	820	780	771	514	3,365
EW BRUNSWICK	7,934	2,748	2,267	1,629	1,290	8,269
Male	4,762	1,694	1,385	1,001	682	5,359
Female	3,172	1,054	882	628	608	2,910
UEBEC	94,048	36,782	21,399	18,172	17,695	80,783
Male	57,719	24,840	13,166	10,332	9,381	50,362
Female	36,329	11,942	8,233	7,840	8,314	30,421
NTARIO	91,366	38,286	23,028	18,736	11,316	87,394
Male	49,652	24,039	12,781	7,431	5,401	44,863
Female	41,714	14,247	10,247	11,305	5,915	42,531
ANITOBA	7,311	3,185	1,601	1,469	1,056	7,140
Male	3,536	1,571	790	658	517	3,625
Female	3,775	1,614	811	811	539	3,515
ASKATCHEWAN	6,200	1,969	1,725	1,532	974	4,929
Male	3,203	1,027	925	773	478	2,521
Female	2,997	942	800	759	496	2,408
LBERTA	8,642	3,434	2,169	1,834	1,205	9,793
Male	4,252	1,982	886	742	642	4,930
Female	4,390	1,452	1,283	1,092	563	4,863
RITISH COLUMBIA	25,812	10,914	6,728	4,974	3,196	30,212
Male	14,159	7,019	3,479	2,207	1,454	17,401
Female	11,653	3,895	3,249	2,767	1,742	12,811

The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobac a Alcol
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	10
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	10
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	10
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	11
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	12
1968—November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	12
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	12
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	12
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	12
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	12
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	12
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	12
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	12
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	12
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	12
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	12
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	12
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	12
				(1949 = 100)				
November	164.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—November, 1969

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Rec-rea-tion and Reading	Tobacc an Alco ho
	Nov. 69	Oct. 69	Nov. 68							
						(1961 = 100)				
St. John's, Nfld.	120.0	119.9	117.2	120.9	113.7	126.1	112.9	128.9	111.4	144.
Halifax	122.0	121.1	115.4	128.7	115.1	124.1	112.6	137.9	126.4	127.
Saint John	121.5	121.1	116.2	125.8	113.8	127.4	119.6	130.4	127.0	126.
Montreal	122.8	122.0	119.4	124.8	115.2	123.1	123.3	129.6	137.6	128.
Ottawa	125.4	124.7	120.0	129.8	116.8	128.9	119.9	139.7	135.9	132.
Toronto	126.1	125.3	120.7	128.6	119.5	129.3	128.1	135.1	124.5	130.
Winnipeg	125.4	124.2	120.0	129.3	114.3	135.0	125.8	141.3	128.5	129.
Saskatoon-Regina	121.3	120.5	117.3	128.6	114.3	126.4	113.9	126.3	128.8	122.
Edmonton-Calgary	123.2	122.5	118.8	126.6	117.1	125.3	118.7	139.6	130.6	122.
Vancouver	120.1	119.2	116.4	126.3	114.3	125.1	116.7	129.4	119.6	113.

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

—Strikes and Lockouts

atistical information on work stoppages in Canada is compiled the Economics and Research Branch of the Canada Depart- nt of Labour on the basis of reports from the Canada Man- wer Division, Department of Manpower and Immigration.

The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

able G-1—Strikes and Lockouts, 1964-1969

onth or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
964	327	343	100,535	1,580,550	0.11
965	478	501	171,870	2,349,870	0.17
966	582	617	411,459	5,178,170	0.34
967	498	522	252,018	3,974,760	0.25
968	559	582	223,562	5,082,730	0.32
968—November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30

Preliminary.

able G-2—Strikes and Lockouts, by Industry, lovember 1969, (Preliminary)

ndustry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
orestry	—	—	—	—
lines	3	7	22,906	219,880
lanufacturing	19	50	17,988	109,790
onstruction	2	10	2,056	26,850
ransportation and utilities	3	8	5,101	31,520
rade	2	7	200	1,810
inance	—	—	—	—
ervice	3	7	1,079	11,860
ublic administration	1	1	74	300
ALL INDUSTRIES	33	90	49,404	402,010

Table G-3—Strikes and Lockouts, by Jurisdiction, November 1969, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	1	1	194	390
New Brunswick	2	3	359	1,740
Quebec	9	16	5,055	33,270
Ontario	14	47	37,506	329,960
Manitoba	1	2	273	2,120
Saskatchewan	2	4	303	4,500
Alberta	—	3	187	3,740
British Columbia	2	10	783	3,590
Federal	2	4	4,744	22,700
ALL JURISDICTIONS	33	90	49,404	402,010

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: November	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Spruce Falls Pulp & Paper Co. Ltd., Kapuskasing, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	650	—	3,250	Oct. 27 Nov. 3	Alleged grievance over senior —Return of workers, furth negotiations.
Mines						
METAL						
International Nickel Co. of Canada Ltd., Sudbury District, Ont.	Steelworkers Loc. 6500 (AFL-CIO/CLC)	15,854	158,540	1,449,500	July 10 Nov. 14	Wages, fringe benefits—Wa increases, other improved ben fits.
Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	3,268	49,020	217,090	Aug. 21 Nov. 22	Wages, fringe benefits—77.8¢ p hr. across the board over 3-y contract; other fringe benefits.
Noranda Mines Ltd. (Geco Division), Manitouwadge, Ont.	CNTU	355	1,780	1,780	Nov. 22 —	Wages—
MINERAL FUELS						
*Cape Breton Development Corp., Colliery 26, Glace Bay, N.S.	Mine Workers Loc. 4520 District 26 (Ind.)	1,400	4,200	4,200	Nov. 26 Nov. 29	Alleged grievances—Return Workers.
NON-METAL						
Asbestos Corporation Limited, Thetford Mines, Que.	Metallurgists and Miners Federation (CNTU)	1,902	3,800	3,800	Nov. 27 —	Alleged grievances over parkin facilities—
QUARRIES						
Canada Crushed Stone, Dundas and Hamilton, Ont.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	2,140	9,840	July 19 —	Wages, fringe benefits, workin conditions—
Manufacturing						
FOOD AND BEVERAGES						
General Mills, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	130	2,600	6,240	Sept. 22 —	Wages—
Pure Spring Canada Ltd., Ottawa, Ont.	Brewery Workers Loc. 390 (AFL-CIO/CLC)	100	2,000	3,500	Oct. 10 —	Wages, fringe benefits, hours—

ble G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary) (Cont'd.)

ustry ployer cation	Union	Workers Involved	Duration in Man-Days November	 Accumulated	Starting Date Termination Date	Major Issues Result
Manitoba Livestock Purchasers Association, St. Boniface, Man.	Canadian Food and Allied Workers Loc. 228 and Butcher Workmen Loc. 415 (AFL-CIO/CLC)	223	1,120	1,120	Nov. 3 Nov. 10	Wages, fringe benefits—58¢ per hr. across the board over the length of the contract; 3 weeks vacation after 6 years, 4 weeks after 18 years, 5 weeks after 25 years, other improved benefits.
Kellogg Co. of Canada Ltd., London, Ont.	Millers Loc. 154 (AFL-CIO/CLC)	541	540	540	Nov. 12 Nov. 13	Alleged grievance over job posting procedures—Return of workers.
UBBER						
Firestone Tire & Rubber Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	210	3,150	3,150	Nov. 8 —	Wages, fringe benefits, overtime
EXTILES						
Daly & Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	4,500	16,430	Aug. 18 —	Wages, hours—
Harding Carpets Ltd., Collingwood, Ont.	Textile Workers' Union Loc. 1640 (AFL-CIO/CLC)	183	3,660	3,840	Oct. 31 —	Wages—
OOD						
Wayerhausser Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,640	10,690	Aug. 6 —	Wages, hours, vacations, holidays —
APER						
Columbia Cellulose (Pulp Division), Castlegar, B.C.	Pulp and Paper Workers Loc. 1 (Ind.) Woodworkers (AFL-CIO/CLC)	670	1,340	1,340	Nov. 27 Nov. 29	Suspension of three workers—Return of workers when temporary court injunction issued.
RIMARY METALS						
International Nickel Co. of Canada Ltd., Port Colborne, Ont.	Steelworkers Loc. 6200 (AFL-CIO/CLC)	1,646	16,460	146,500	July 10 Nov. 17	Wages, fringe benefits—$1.43 per hr. increase spread over 3-year period; other improved benefits
Algoma Steel Corp., Sault Ste. Marie, Ont.	various unions	7,583	27,080	525,390	Aug. 1 Nov. 5	Wages, other benefits—Wage increase, other improved benefits.
Kawner Co. of Canada Ltd., Scarborough, Ont.	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	134	2,680	5,360	Oct. 3 —	Wages—
IETAL FABRICATING						
Sivaco Wire & Nails Co., Marieville, Que.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	4,400	4,400	Nov. 2 —	Wages, seniority, job classification—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: November	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
TRANSPORTATION EQUIPMENT						
American Motors (Canada) Ltd., Brampton, Ont.	Auto Workers Loc. 1285 (CLC)	1,110	5,550	29,970	Oct. 17 Nov. 9	Delay in signing new contract Wage increases.
Saint John Shipbuilding & Dry Dock Co. Ltd., Saint John, N.B.	various unions	290	1,020	1,020	Nov. 10 Nov. 13	Dismissal of three workers Return of workers when cou injunction issued.
Sno-Jet Inc., Thetford Mines, Que.	Steelworkers Loc. 7354 (AFL-CIO/CLC)	500	500	500	Nov. 10 Nov. 11	Dismissal of the general supe intendent—Not reported.
Ford of Canada, St. Thomas, Ont.	Auto Workers (CLC)	1,200	1,200	1,200	Nov. 11 Nov. 11	Respecting picket lines of U.A.V —Return of workers.
General Motors of Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (CLC)	1,200	1,200	1,200	Nov. 19 Nov. 19	Respecting picket lines of U.A.V —Return of workers
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc 251 (CLC)	295	5,900	114,300	May 17 1968	Wages, union security, grievanc procedure—
Construction						
Several plumbing contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	70,200	July 15 1968	Wages, other benefits—
Electrical Construction Association of Hamilton, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	—	46,750	July 2 Nov. 3	Wages, working conditions, frin ge benefits—94¢ an hr. increas immediately, 70¢ May 1, 1970 60¢, Nov. 1, 1970, plus 78¢ an hr in fringe benefits; reduction i hours from 37½ to 36 per wk. other improved benefits.
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,000	76,500	July 7 —	Wages, hours, other benefits—
Industrial Joint Ventures, Point Tupper, N.S.	Asbestos Workers Loc. 116 (AFL-CIO/CLC) other unions	194	390	390	Nov. 4 Nov. 6	Jurisdictional dispute—Return o workers when cease and desis order issued.
Pitts, McNamara, Atlas Ltd., Lower Notch Hydro Project, Montreal River, Ont.	Teamsters Loc. 230 (Ind.)	710	4,620	4,620	Nov. 5 Nov. 13	Objection to lay-off of 10 local workers—Union persuaded men to return to work.

ble G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary) (Concl'd.)

lustry nployer cation	Union	Workers Involved	Duration in Man-Days November	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
ransportation and Utilities						
RANSPORTATION						
Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,290	22,080	Feb. 19 —	Hours of work, safety conditions
B.C. Maritime Employers' Assoc., Various ports, British Columbia.	Longshoremen and Warehousemen various locals (CLC)	3,230	16,150	101,510	Sept. 25 Nov. 8	Wages, hours—Resume work under old contract for 90-day period
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	4,290	6,580	Oct. 16 —	Bonus or incentive plan—
Forty trucking firms, Montreal and area, Que.	Teamsters Loc. 931 (Ind.)	1,400	7,000	7,000	Nov. 10 Nov. 17	Wages, working conditions — Return of workers, settlement terms not reported.
rade						
VHOLESALE						
M. Loeb (London) Ltd., London, Ont.	Teamsters Loc. 141 (Ind.)	115	120	120	Nov. 18 Nov. 18	Protesting suspension of one employee—Return of workers.
Service						
DUCATION						
University of Guelph, Guelph, Ont.	Civil Service Assoc. of Ontario (Inc.) Branch 10	750	7,500	12,000	Oct. 24 Nov. 17	Wages, union security—Wage increases depending on classification, agreement on union security for Trades & Service group only, others Arbitration Board in 2nd yr. of contract.
Public Administration						
HEALTH AND WELFARE						
St. Joseph's Hospital, Estevan, Sask.	Public Employees Loc. 80 (CLC)	101	2,160	2,810	Oct. 23 —	Wages—
Victoria Union Hospital, Prince Albert, Sask.	Public Employees Loc. 84 (CLC)	164	1,760	1,760	Nov. 16 —	Wages—

Federal jurisdiction.

Table H—Employment Fatalities in Canada During Third Quarter of 1969

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	T
By Industry* and Age Group													
14-19	4	3	2	1	1	1	—	1	—	—	1	14	
20-24	3	3	—	2	3	6	4	—	—	2	4	27	1
25-44	1	7	1	9	12	29	29	3	—	4	4	99	4
45-64	5	5	2	3	10	13	10	—	—	3	4	55	2
65 and over	3	—	1	4	3	2	—	1	—	—	—	14	
TOTAL	16	18	6	19	29	51	43	5	—	9	13	209**	10
By Industry and Occupation†													
Farmers (a)	15	—	—	—	—	—	—	—	—	—	—	15	
Loggers (b)	—	17	—	—	—	—	—	—	—	—	2	19	
Fishermen (c)	—	—	4	—	—	—	—	—	—	—	—	4	
Miners (d)	—	—	—	17	—	2	—	—	—	—	—	19	
Craftsmen (e)	—	—	—	—	15	29	10	—	—	9	5	68	3
Labourers (f)	—	—	—	—	7	17	2	2	—	—	1	29	1
Transport (g)	—	1	2	2	1	1	24	1	—	—	—	32	1
Managerial	1	—	—	—	3	1	3	1	—	—	1	10	
Professional (h)	—	—	—	—	1	—	3	—	—	—	2	6	
Clerical	—	—	—	—	1	—	—	—	—	—	—	1	
Sales	—	—	—	—	1	—	—	—	—	—	—	1	
Service (i)	—	—	—	—	—	1	1	1	—	—	2	5	
TOTAL	16	18	6	19	29	51	43	5	—	9	13	209**	100
By Industry and Type of Accident‡													
Struck by objects (j)	2	11	1	6	6	15	11	3	—	1	2	58	27
Falls and slips (k)	3	—	5	1	2	14	7	—	—	2	3	37	17
Collisions, derailments (l)	5	1	—	5	4	6	20	1	—	6	5	53	25
Caught in, on, between(m)	4	4	—	2	7	6	—	—	—	—	—	23	11
Inhalations (n)	—	—	—	5	3	2	1	—	—	—	—	11	5
Conflagrations (o)	—	1	—	—	2	1	—	—	—	—	—	4	1
Electric current (p)	2	—	—	—	3	6	4	—	—	—	1	16	7
Over-exertion (q)	—	—	—	—	2	—	—	1	—	—	2	5	2
Striking against (r)	—	—	—	—	—	1	—	—	—	—	—	1	0
Miscellaneous (s)	—	1	—	—	—	—	—	—	—	—	—	1	0
TOTAL	16	18	6	19	29	51	43	5	—	9	13	209**	100
PER CENT OF TOTAL	7.7	8.6	2.9	9.1	13.9	24.4	20.6	2.3	—	4.3	6.2	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insuranc and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process an related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s Violence, bites, stings, etc.

** Of these totals, 177 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 32 wer obtained from other sources.

The Labour Gazette

March 1970



A management council in Quebec that brings together the French and English employers would buttress the influence the French-speaking employers have in government circles with the economic power of the English-speaking employers, and enable the latter to become better acquainted with the economic interests of Quebec. Read "The New Initiative from Quebec Management," by Claude Lemelin. See p. 184.



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The Department of Labour Today

Shifting the emphasis from settlement to prevention

"A more positive tripartite approach to the prevention and settlement of industrial disputes—that's what we're after," said Labour Minister Bryce Mackasey as he announced in January the creation of a group of industry specialists in the Conciliation and Arbitration Branch of the Canada Department of Labour.

The group will consist of six senior officers: three located in Ottawa, one in Montreal, one in Toronto, and one in Vancouver. Their task will be to maintain continuing contact with senior employer and trade union officials in specified industries within federal jurisdiction; to identify emerging problems before they come to a head at the bargaining table; and generally to prevent the development of serious disputes. The industry specialists, who will work closely with officers in the Labour-Management Consultation and Economics and Research Branches of the Department, will also be available to serve as mediators when disputes do occur.

Mr. Mackasey announced also that five of the six officers have been appointed by the Public Service Commission. They are:

Arthur R. Gibbons, who will be located in Ottawa, joined the Department on January 12. He has served as executive secretary of the Canadian Railway Labour Executives' Association, as a vice-president of the Canadian Labour Congress and as a member of the Economic Council of Canada.

R. Nat Gray, who will also be located in Ottawa, joined the Department in 1969. He was formerly grand lodge representative and secretary of the Canadian Office of the International Association of Machinists and Aerospace Workers.

T. B. McRae, who will be located in Toronto, has b with the Department since 1957, serving as Chief C ciliation Officer for the Ontario Region since 1963. E cated at the University of Toronto, he was formerly industrial relations officer for DeHavilland Airc Company.

Charles E. Poirier, who will be located in Montreal, been with the Department since 1950, serving as Ch Conciliation Officer for the Quebec Region since 19 He holds an M.A. in industrial relations from La University.

Donald S. Tysoe, who will be located in Vancouv has been with the Department since 1949, serving Chief Conciliation Officer for the Western Region sin 1964. Previously a teacher, he was educated at the U versity of Alberta and did postgraduate work at t University of British Columbia.

All of the industry specialists will be responsible to V P. Kelly, Director of the Conciliation and Arbitrati Branch.



S. Tysoe R. N. Gray A. R. Gibbons T. B. McRae C. E. Poirier

eace prize

ıe Nobel Peace Prize for 1969 was awarded to the ternational Labour Organization at the University Oslo in December. Mrs. Aase Lionaes, Chairman of e Nobel Committee of the Norwegian Parliament, esented the award, received on behalf of the Orga-zation by ILO Director-General David A. Morse.

accepting the Peace Prize, Mr. Morse said: "It will a continuing inspiration to us all in our efforts, in e years to come, to help to construct a more just society a world of peace." Though the ILO was in its fiftieth ar, it was only at the beginning of its task, Mr. Morse id. "What has happened to our contemporary period that we have come to worship technological advance, ıt are horrified by the growing dimension of poverty the world; that we are impressed by what science ıs devised, but are concerned at society's inability to ıd the means of applying its benefits fairly and equita-y, both within and between nations, for the general ell-being of the ordinary man; that we are appalled ıd shocked at the magnitude of the sums invested for eapons of war and mass destruction and at how inade-ıate are the amounts provided for the economic, social ıd spiritual needs of man. The fear, anger and frustra-ɔn that are caused by these frightening contradictions nfront mankind with a vast and growing social and olitical danger."

r. Morse noted that the most acute problems that flicted the ILO's industrialized member states in the rly twentieth century, such as gross exploitation of e worker and economic insecurity, had now been derstood, and a start had been made on dealing with em effectively.

Current reports

The first of the 1969-70 series of Current Reports on labour legislation, prepared by the Legislation Branch of the Canada Department of Labour appeared in January. It will be followed by further Reports in the coming months. These Reports, issued each year while the legislatures are in session, cover all labour bills and other bills of general labour interest introduced in Parliament and each of the provincial legislatures. They set out the underlying purpose, scope and substance of each bill and trace its progress until it either becomes law or is dropped. Near the end of each year, the principal enactments are reviewed in The Labour Gazette.

The first Report reviewed laws enacted in the final months of 1969 in the Manitoba, Ontario and Québec Legislatures, and private members' bills introduced in Parliament. Among the Acts dealt with were ones that: made further amendments to the Québec Labour Code; increased workmen's compensation payments in Manitoba; made workmen's compensation increases automatic in Québec by tying death and disability benefits to the Québec Pension Index; provided for an Ombudsman in Manitoba; ended an illegal strike of policemen and firemen in Montreal; established binding arbitration as the final step in civil service collective bargaining in Manitoba; and established a Civil Service Department in Québec to act as the government representative in public service collective bargaining.

Single copies of these mimeographed Current Reports are available on request from the Legislation Branch, Canada Department of Labour, Ottawa.

News briefs

■ **The federal Government will introduce legislation to provide for increases in the pensions of retired public servants and their surviving dependants. Treasury Board President C. M. Drury said the proposals that the Government will place before Parliament are based on a report by the Advisory Committee on the Public Service Superannuation Act.**

Mr. Drury said that the plan will have these features: commencing April 1, 1970, pension payments will be increased by the application of percentages ranging from 2 per cent for those who retired in 1969 to 42 per cent for those who retired in 1952 and earlier. These percentages will be applied to the basic pension plus any increase being paid under the Public Service Pension Adjustment Act of 1959; commencing in 1971, pensions would be increased each January 1 in accordance with the percentage change in the Canada Pension Plan Pension Index provided that the maximum increase under that plan remained at 2 per cent; there will be no dollar ceiling on the amount of the increase in applying the percentage increases; and the contribution rate will be .5 per cent each, by the Government and the employees.

In the case of persons retired from the Canadian Forces or RCMP, the situation is somewhat different because of the earlier ages at which members of those forces can retire on full pension. It will be proposed, Mr. Drury said, that the commencement of escalation in their cases should take place at the age of 60 or immediately if the member is invalided from the service. This would be comparable with the treatment to be accorded the majority of public service pensioners who can retire on an immediate annuity at age 60. The additional contributions required from members of the forces and the Government would be at the same rate as in the case of public service employees.

■ **Public servants employed by the Ontario Governm have been awarded a long-term income protection pl** plus increased fringe benefits, in an arbitration decisi The award followed a year of negotiations between t Government and the Civil Service Association of O tario.

The income plan will provide payments at the rate 50 per cent of income in the seventh month of absence caused by disability, illness, or extended layo The plan will be voluntary for present employees a compulsory for employees hired in the future. The Go ernment will continue paying 65 per cent of medic insurance premiums and will begin paying 40 per ce of hospitalization insurance. The award gives als an improved vacation plan; an annual bonus for goo attendance; and a separation gratuity in case of invo untary retirement.

■ **A Montreal clothing manufacturer, Scott-LaSall Ltd., has brought in a guaranteed income plan for i employees.** Company President Jack Scott says that is the first plan of its kind "in the needle trade, an certainly in the men's clothing industry." Under the pla that began in January, employees who have continuou service of seven years or more will receive a guarantee wage that will amount to at least 32 hours of pay, eve if they work less than 32 hours in any one week. Th guarantee stands regardless of the number of hours a employee worked the preceding week. And for a wee of less than 32 hours, employees will receive pay base on 32 hours. During the first year of the plan, "th maximum number of excess hours to be paid an em ployee shall be limited to 80 for the full year or 4 hours for each half-year when fewer than 32 hours ar worked," said Mr. Scott.



érard Rancourt

Gérard Rancourt, Executive Vice-President, Cana-an Labour Congress, died January 12, aged 52. Mr. ancourt was elected general secretary of the Quebec ederation of Labour in 1965 and held that position until was elected to the vice-presidency of the CLC in 1968. 1947, he became a representative of the Amalgamat- Clothing Workers of America and was later appoint- regional director for the Textile Workers' Union of merica. Mr. Rancourt was a former secretary of the ontreal Labour Council, established labour councils St. Jean and Joliette, Que., and assisted in the estab-hment of the Quebec Federation of Industrial Unions. e later returned to the Amalgamated Clothing orkers as educational director and editor.

Joseph A. Yablonski, who recently lost a bid to come president of the United Mine Workers of merica, was murdered in January. His wife and daugh-r were also murdered. He campaigned against union resident W. A. Boyle and what Mr. Yablonski called e dictatorial influence of the union leadership.

r. Yablonski was a member of the union's 30-member ternational Executive Board. He was first elected to e board in 1942. Before his death, Mr. Yablonski had ppealed to the U.S. Department of Labor to seize the allots of the election and union records. He said that e election was invalid because of vote stealing, count-g of illegal ballots, and misuse of union funds in Mr. oyle's campaign. The FBI has been called in to investi-ate Mr. Yablonski's murder.

The Government of Canada provided jobs for 11,365 udents last summer, an increase of close to 27 per cent ver the previous summer. Details of the federal Govern-ent's efforts to provide summer jobs for students within the public service were made public recently by Manpower and Immigration Minister Allan J. MacEachen. The Manpower Department was involved in a number of initiatives designed to help students find summer employment; one of these was to expand summer job opportunities within the government service itself.

Mr. MacEachen reported an increase of 2,401 in the number of summer jobs provided in 1969 compared with 1968, when the total was 8,964. Efforts to increase student summer employment within the federal service followed a Cabinet directive in April of 1969 that proposed that departments and agencies increase student summer employment by at least 10 per cent over the previous year.

Departments and agencies have already been asked to canvass possibilities of student summer employment in 1970. In addition, Mr. MacEachen said, the Department is continuing its efforts to encourage greater student employment in the private sector, by co-ordinating the efforts of private industry through Canada Manpower Centres across Canada.

Students employed last summer by the 52 federal government departments, agencies and corporations earned a total of $11,129,417. The largest number of students—1,938—was hired by the Post Office; National Defence hired 1,443; Indian Affairs and Northern Development, 859; Energy, Mines and Resources, 886; Agriculture, 682; Fisheries and Forestry, 785; National Revenue, 535; Public Works, 508; Transport, 760; Manpower and Immigration, 439.

■ **Our editing of a caption in the article, "A Day in the Life of a Safety Officer" (L.G., Jan., p. 32), succeeded in obscuring the intent of the photograph—namely, that it depict not one but four safety infractions.** What the Department's Accident Prevention Division intended us to convey was as follows: there was an accumulation of metal turnings on the lathe bed; the operator was exposing long sleeves, an open shop coat and a loose tie in the presence of moving machinery; his goggles were not in place; and he was reaching across machinery in motion. The new Gazette format does not permit the use of long captions, but we might have used, "Can you spot all the safety infractions in this photograph?" We apologize to our APD colleagues for this oversight.

50 years ago

■ **Discrimination by the CPR, compensation for unemployment, industrial disease, and for mothers whose husbands could not support them, the eight-hour day, and early death caused by compressed air were some of the topics dealt with in the March 1920 Labour Gazette.**

■ The discriminatory nature of a clause allowing dismissal without specific cause was at issue in the report of a conciliation board in a railway dispute. The Canadian Pacific Railway Eastern Lines had invoked this clause, contained only in their porters' contracts, and dismissed seven porters. The board's final majority report stated that the company was within its rights when it dismissed the seven men for "general unsatisfactory service" and that their membership in the Order of Sleeping Car Porters had not been the cause.

The final minority report signed by Fred Bancroft, the employees' representative, rejected the majority opinion. He referred to evidence under oath by each porter that "he is not conscious of misconduct or neglect of duty on his part that might give cause for his dismissal," that company officials had repeatedly refused to justify the dismissals and that union membership appeared to be the only basis for the company's action.

In an earlier minority report, Mr. Bancroft had referred to discrepancies in the wages and rules recommendation. For instance, although the schedule for wages was to be identical with that adopted by the Canadian National Railways, CPR porters had to spend at least $16 per month more for meals than their CNR counterparts.

In Great Britain, the Government amended the covering contributory unemployment insurance. persons falling within the health scheme in Engla Scotland and Wales, except those in agriculture a domestic service, were eligible. Men received bene of 15 shillings a week and paid 3 pence. Women ceived 12 shillings, and paid 2½ pence a week.

■ **Compensation for industrial diseases was a ma topic for discussion. Ontario, Nova Scotia, Manito British Columbia, Alberta and New Brunswick rec nized six occupational industrial diseases:** anthrax, le poisoning, mercury poisoning, phosphorous poisoni arsenic poisoning and miner's ankylostomiasis (a fo of anemia caused by a parasitic worm). Ontario a Alberta included miner's phthisis (tuberculosis).

■ **The Manitoba Workmen's Compensation Act w declared valid by the Manitoba Court of Appeal** unc Sec. 92 of the British North America Act. The Co declared that as an administrative body and not a co of justice the Workmen's Compensation Board cou not be considered a supreme court and no infringeme of federal jurisdiction had occurred. Furthermore, long as the Board kept within its legislated functi it was the duty of the courts to support its work.

■ **In February 1920, a wave of requests for diver social legislation met the governments of Manitoba a Alberta.** In Manitoba, a delegation from the Winnip Trades and Labour Council and the Railway Brothe hoods included in their demand abolition of night wo in bakeries, raising the school-leaving age to 16 yea a provision to bring domestic servants within the sco of the Minimum Wage Act, and a modification of t Mothers' Allowance Act to give coverage to mothe



th one child, those whose husbands were totally inca-citated, had tuberculosis or were unable to work, and ose whose husbands were in mental institutions.

group from the Alberta Federation of Labour pleaded r an eight-hour day and 44-hour week for factory orkers and miners, for amendments in the Child Wel-re Act and for an annual wage of $1,200 for teachers that province.

The federal Labour Minister announced that the ght-hour day was to become federal law unless the ovinces took immediate action. Previous uncertainty out the federal Government having joint responsi-lity with the provinces in this matter was ended. The ternational Labour Congress meeting in Washington specified in the Treaty of Peace had adopted a conven-on for an eight-hour day in industrial employment. ne federal Government could thus claim jurisdiction virtue of its treaty-making powers.

A thirteen-year-old boy was killed in a shop of an bestos mining company at Thetford Mines, Quebec, nen the subforeman was dusting off his clothes with mpressed air. The boy's father, who had taken his son's wages of $2 a week, brought suit for negligence and was awarded $1,182 for his son's life. The company appealed, saying that a standing order prohibited the use of the compressed air hose for other than specific functions. The appeal was denied; the Appeal Court held that the practice of dusting with the hose was general knowledge and that the company was liable for the error of its subforeman.

■ **The Alberta Government announced its intention of becoming the supplier of fuel, fertilizers, salt and cheap power for all the Prairie Provinces.** The research was to be conducted by a new department of industrial research to be established at the University of Alberta and financed by the provincial Government.

■ **Women were being wooed by industry in Eastern Canada, and particularly in Ontario.** Bakeries, confectioneries, clothing and hosiery factories, knitting mills and textile plants put out calls for female help. Women were also needed for work in a cigar factory in Brantford, an automobile accessory plant in Niagara Falls, a salt refinery in Windsor and rubber factories in St. Catharines.

The new initiative from Quebec management



By Claude Lemelin

Le conseil du patronat, a federation of employers' as
ciations, has been active in the Province of Quebec si
January 1969. It was only after years of study and c
sultation that a group of businessmen, headed by J
Brunelle, Director of the Centre des dirigeants d'en
prise, managed to set up the new organization, wh
President and Director General is businessman Cha
Perreault (L. G., June 1969, p. 312).

In October, there were 35 employers' associations wit
Le conseil du patronat du Québec, three of which w
themselves federations of about 30 minor associatio
Most are "vertical" associations representing an ind
trial sector: pulp and paper, trucking, furniture, clothi
But some are "horizontal" associations, like the Que
branch of the Canadian Manufacturers' Association
the Montreal Board of Trade. One even finds amo
the Council's affiliates the Quebec Federation of Cath
lic School Boards, whose members are evidently pub
administrations. The CPQ is financed through contrib
tions; its financial statements are not made public.

This new organization set up by Quebec employers
the first of its kind in North America. To be sure, t
main industrial sectors in the United States have fou
it useful to support associations—those famous lobbi
that often have a crucial influence on U.S. policy. B
they have never felt the need to merge in a nation-wi
employers' federation.

Journalist and economic analyst, Claude Lemelin is a frequent contributor to CBC public affairs programs as well as to the daily and periodical press. He has been economic correspondent for Le Devoir and for Présent, Radio Canada's daily public affairs program.

The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.

s easy to see why: for a host of reasons, the consensus essary for the establishment of such an organization uld have been so limited as to be insignificant; and organization's activity would have been restricted episodic representations of a very general character. e need only mention the sheer size and diversity of American economy, the type of labour legislation t applies south of the border, the nature of U.S. nomic policies, the permeability of a decentralized itical system that the prevailing ideology makes high- sensitive to the influence of pressure groups. And course, the main employers' organizations, even the ger individual firms, often undertake to defend the erests of the business community as a whole—and , in a country where the legitimacy and even the macy of business interests have never been seriously llenged.

e "miniature replica syndrome" that typifies the Ca- lian economy in relation to the U.S., together with similarity of socio-economic environments, have so given rise to a parallel evolution in Canada. And entralized jurisdictions in matters social and econom- ave reduced even further the usefulness of a country- le employers' federation.

be functional in Canada, such an organization would viously have to be a confederation of provincial fed- tions. This has been recognized by employer associa- ns in most industrial sectors. This being said, how we account for the fact that the first federation of ployers' associations was established in Quebec?

st of all, it must be pointed out that French-speaking siness circles are more aware of European experience economic and social matters than their En- sh-speaking confrères. It is not a mere fluke that **the ject of Le conseil du patronat was conceived and moted mainly by the Centre des dirigeants d'entre- se, a French-speaking employers' association whose mbers show a social concern that is shared by only inority of employers.**

so happens that, in most European countries today, ployers' confederations are respectable institutions ose status and functions have long been recognized governments and unions alike. Hence, Le conseil ional du patronat français (CNPF) is closely asso- ted with the development of French economic poli- s; it participated fully in the negotiation of the May 68 Grenelle agreements, which put an end to the neral strike then paralyzing France. Similarly, the Confederation of British Industries (CBI) meets with government and union representatives on the National Council of Economic Development, but this by no means hampers its criticism of the Wilson Government's economic policies—particularly those related to investment, wage control and labour relations.

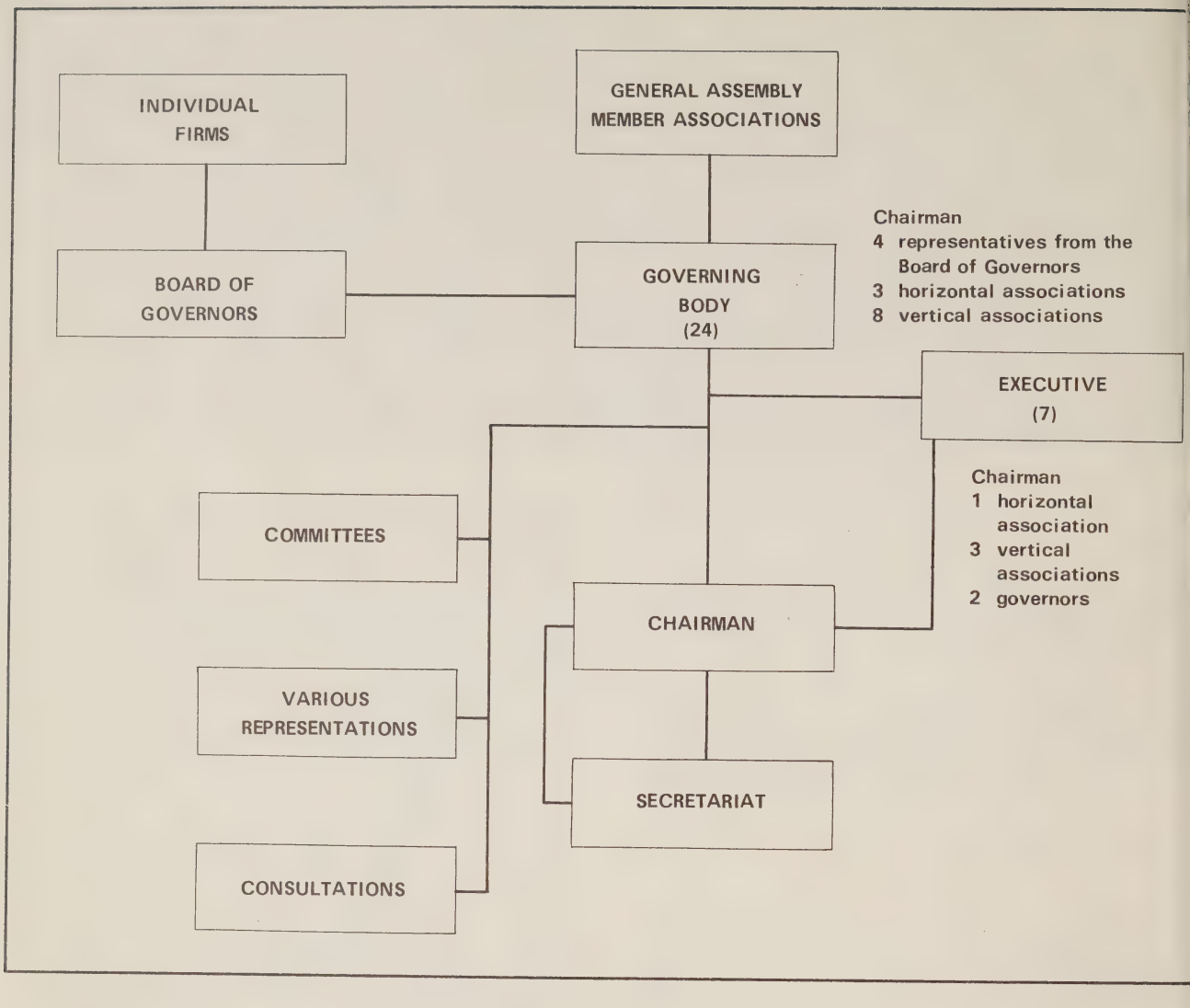
Most impressive, of course, is Sweden's Arbestsgivare-foreningen. With the establishment of nation-wide collective bargaining, the S.A.F. has become an institution that is essential to the smooth running of the economy. Swedish employers and trade unionists jointly administer the wage policy of the nation; they determine the general trend and even administer to some extent the government's manpower policies. The Arbestsgivare-foreningen has become so involved in these tasks that other regular functions of an employers' confederation—representation of employers' interests, lobbying, research, and information for member firms—have been entrusted in Sweden to another organization, the Industrieforbund.

On the whole, the European experience has shown that, in a middle-sized economy, the employers' confederation can be an effective tool for promoting employers' interests. And the Swedish arrangement has evidenced that, under certain circumstances, institutions of this type can greatly facilitate the management of the economy.

But other factors have made for the establishment of an employers' federation in Quebec. Thus, the Quebec Government has made it a practice in recent years to consult Quebec employers on specific projects, or through institutional machinery like the Superior Labour Council (now replaced by the Advisory Council on Labour and Manpower), the Superior Council of Education, or the Economic Advisory Council (to which the Planning Council will shortly succeed). But, each time, the Government was unable to find a single spokesman or representative for all employers, and it has repeatedly voiced complaints about this situation.

Moreover, the business community in Quebec is less homogeneous than in the rest of the country, partly because it is made up of a French-speaking group and an English-speaking group (the latter the overwhelming majority), but also because the allegiance of English-speaking employers to Quebec is less deep-rooted than that of their French-speaking colleagues. **A management council that could bring these two groups together would buttress the influence that French-speaking employers have in government circles with the consider-**

Plan of Le Conseil du Patronat du Québec



able economic power of English-speaking employers, while at the same time enabling the latter to become better acquainted with the economic interests of Quebec.

Finally, while groping for a policy of economic development, the Quebec Government has, in recent years, ventured into untrodden paths. For example, it has established several public or joint business enterprises, set up an economic planning bureau, and put forward two investment incentive programs. This could no more leave Quebec employers indifferent than the reform of labour legislation, which is on the verge of completion.

One can hardly be surprised, then, if Le conseil patronat du Québec is intended to be first and foremo the spokesman of employers before Government. T representation would become effective in two ways: CPQ representatives would sit on permanent or temp rary advisory committees, together with union represe tatives; and 2. The CPQ would enlighten both the Go ernment and the general public as to the opinions a references of a majority of Quebec employers on curre issues and public policies. Since it began to operate January 1969, the council has issued about 20 pr releases. Three of these were statements of princip The first set out the council's position on labour re tions; the second declared that management has a mo obligation to provide advance notification of layoff; a the third urged employers to comply with the requi

nts of the Minimum Wage Act. Moreover, **the CPQ med it necessary to adopt a definite position regarding tain events in the field of labour relations—for exam- , strikes in the construction industry, negotiations in hospital sector, and illegal stoppage of work by ntreal policemen and firemen.**

e council also expressed opinions on political issues. submitted a brief to the Gendron Commission of uiry on the status of the French Language in Quebec, it castigated the Ligue pour l'intégration scolaire refusing to do likewise. The CPQ stood up for McGill iversity during the famous demonstration against that itution; it supported Bill 63 to promote the French nguage in Quebec when it was submitted to the tional Assembly by the Bertrand Government; and upported the prohibition on demonstrations issued the Drapeau-Saulnier administration in Montreal.

e council has not yet seen fit to take a stand on aspect of Government economic policy, how- r—with the exception of the unions' rejection of the ıse proposed by the federal Prices and Incomes Com- sion, which the council deplored. The CPQ's public ivities have been parallelled by a certain amount of ngs-on behind the scenes. Its executive, for instance, participated in several series of consultations, par- ılarly those preceding the enactment and implemen- on of the new labour legislation in Quebec.

doubt the CPQ will rapidly develop into an effective ucture for representation and lobbying on behalf of ebec employers. It is obviously too early to estimate new organization's significance, even on a provisional is. The council has yet to retain the services of a ior economic advisor; and the research and informa- n centre it hopes to make available to employers is at the planning stage of development. It remains e seen, therefore, whether the set-up and the means ilable to the CPQ will enable it to achieve the ambi- ıs goals set by its President and Director General, arles Perrault.

brief, Mr. Perreault would like the council to become agency for social change, rather than a bulkwark of status quo. Like trade unions and other progressive ces in society, Le conseil du patronat would not be sfied to leave the solution of socio-economic prob- ıs to the tender mercies of the market place or "free erprise," with all the economic and social costs this olves. Rather, the CPQ would propose new and ferent arrangements, untried solutions—in short, it ıld widen the scope of alternatives.



Public intervention would thus be based on a healthier constellation of interests, for the compromise would take place between two flexible bargaining positions, rather than two inflexible extremes of the "industry-should-be-nationalized" and "industry-should-not-be-touched" schools of thought. In this way, **employers would no longer have to engage always in rear guard action; and a more enlightened management would undoubtedly foster the reconversion of declining industries, the establishment of a selective policy of industrial development, and similar government intervention.**

But, to achieve these goals, the CPQ would have to acquire an existence separate from that of its component associations. The council might find it relatively easy to arrive at an agreement on a series of statements of principles; but obtaining a mandate to negotiate from a conglomeration of Quebec employers, with the freedom of action this would require, could prove much more difficult. If the council was compelled always to negotiate on the basis of positions unanimously supported by employers, if it could not compromise on its own initiative, then, despite the efforts of its executive, the Council would forever be damping down efforts at progressive reform, and forever keeping alive a reactionary image of employers.



The Council's existence at present is based solely on the good will of member associations; it has no function other than that of reflecting a consensus among employers. What will happen when the majority is in doubt? When the consensus is out of reach? It is difficult to see what pressures the executive could exert, what penalties it could brandish so that a rebellious association would fall back into line.

With the passage of time, the council will naturally strive to become increasingly useful and even indispensable to its members. Not content to remain merely a spokesman, it will want to render various technical services, and it may also get some mileage out of meting out support to member associations—on the basis of the postures they adopt within the movement.

The prestige the CPQ could eventually acquire with government, pressure groups and public opinion might become a precious asset for its executive. The same applies to the intermediary functions between business and government economic services that the Government may entrust it with. **But it is through participation in a province-wide collective bargaining process that the council could most easily acquire a certain autonomy, an existence independent of that of its member associations.** Unfortunately, there is no such machinery in Quebec. The CPQ obviously cannot set up one with the agreement of its members; and because of the cio-economic environment, it is not certain that s machinery would be useful in the province.

It will be agreed, however, that Quebec's extren decentralized collective bargaining system, like tha Canada as a whole, has not yielded results that ens its immutability. We can therefore hope that the est lishment of Le conseil du patronat du Québec—a the rise of similar employers' organizations elsewh in Canada—will eventually enable labour and mana ment to develop a more coherent and comprehens system of industrial relations than exists at present.

The second part of this article, an interview with Council's President and Manager, Charles Perrault, v appear in the April issue of The Labour Gazette.

What solutions can we offer?

he labour movement in Quebec has been by-passed events and outdistanced both on the left and on the ht by new ways of thinking and acting. It has been ralyzed by internal differences and neutralized by con-dictory external pressures. What action can we pro-se as an alternative to that of the new prophets of ial animation, to the ever-ready challengers within e education system, to certain adventurers within the de union movement? What solutions can we offer the problems of poverty, unemployment, inflation, tionalism, and language. We must come up with our n answers if we are not to fall behind."

ese opening remarks of Quebec Federation of Labour esident Louis Laberge reflect the concern with which ne 700 delegates approached the issues facing them the 11th annual convention of the QFL, held in ebec City from November 19 to 23, 1969.

e of the major issues dealt with by the delegates was language question. The convention was held during last days of a period of great turmoil, when the tional Assembly was debating Bill 63 on language hts. After heated debates, and despite a warning from esident Laberge that the Federation could not take tand on issues not directly related to workers' interests ithout betraying our true vocation," the delegates ssed a resolution advocating French as the working guage in the province. The final resolution reflected, h only one change, the original draft submitted to egates. The amendment states that immigrants to ebec should be required to send their children to nch-language schools, but it deletes that part of the tial draft which reads: "... until their parents or those ing in their places have acquired Canadian citizen-p."





The resolution castigated the Quebec Government for submitting the Bill without prior consultation. The draft resolution was based "on the principle that French must become the normal and general language of work at all levels of economic activity in Quebec," and it asked, among other things, that the Quebec Labour Code be amended "to give certified unions the choice of the language for bargaining, drafting, or policing the collective agreement." The resolution asked also that French public schools teach English as a second language, and that English public schools continue in operation, but that they be asked to teach French in a way that would enable students to become fluent in the language.

Another contentious problem facing the delegates w the application for reinstatement by the Internat Brotherhood of Teamsters, which has 10,000 membe Quebec. The Teamsters were excluded from the C dian Labour Congress and the QFL in 1958. The ra reason for the application was that Bill 290, passe the National Assembly, requires that unions repre ing workers in the construction industry be affili with either the QFL or the CNTU. The resolutio lowing re-admittance was first defeated and later pa unanimously after a discussion of the constituti implications of admitting a union that has been pended or expelled by the CLC, and after passag an amendment to the QFL's constitution that prov for admission into the Federation of a union not affiliated with the CLC.

During the convention, the delegates were prese with six working papers for discussion by each of convention's committees. The papers included: an a ysis of the Quebec Pension Plan and Supplem Pension Plans Act; a study of labour councils and t objectives; a study of the guaranteed minimum inco a study of housing; an analysis of the position of t unionism; and a study of economic planning.

The convention called on three other major provin labour groups and a financial co-operative to cons the possibility of a merger with the QFL. The Fed tion's executive issued the invitation to the CNTU, Quebec Teachers' Corporation, the Catholic Farm Union, and the Mouvement Co-operatif Desjardins. resolution asked that the other groups hold members votes on the proposal. The potential membership of s an amalgamation is more than 600,000.

After elections held at the end of the convention, 1970-71 QFL executive was announced: Louis Laber President; Fernand Daoust, Secretary-General; J Gérin-Lajoie, René Rondou, Marcel Raymond, S Linds, Jacques Brûle, Jean-François Laroche and Rob Dean, Vice-Presidents.

Among other resolutions passed by the convention w the following:

Québec Federation of Labour



Réal Mireault, René Rondou, Father Gérard Dion, Jean Gérin-Lajoie

that the QFL be reorganized so that the Federation can play a greater role in social and political matters through workers' councils and trade union locals;

that the QFL work toward ensuring minimum financial security for all citizens, and a "consumer equality" that would not necessarily be an equality of income, but rather a means of ensuring a livelihood for those who lose their jobs;

that the Quebec Government abolish wage differentials based on age, and amend the Employment Discrimination Act to protect older workers;

that municipal by-laws be amended to allow all citizens 18 years of age and older to vote and be eligible to hold municipal office;

that any rate increased by Hydro-Québec be justified before the Québec Board of Transport;

that a provincial lottery be established to help finance Quebec's social service;

that industrial accident compensation be adjusted each year to allow for rises in the cost of living;

that piecework be abolished for forest workers; and

that the QFL take the initiative in urging the formation of an inter-union common front on economic planning that would exert pressure for the establishment of a Québec planning and development board.

The Eskimo as conservationist

"No Eskimo group has had so much attention and money lavished on them as have the Whooping Cranes," says Jim Lotz, Research Professor, Community Development, and Associate Director of the Canadian Research Centre for Anthropology at Saint Paul University. Ottawa. The following has been extracted from a paper presented by Prof. Lotz at a conference on Productivity and Conservation in Northern Circumpolar Lands, held at Edmonton from October 15 to 17.

So much nonsense has been written about the Canadian Eskimo that it takes a great deal of temerity or ignorance to launch yet another idea aimed at aiding these traditional peoples of the tundra regions. In the past 15 years of accelerated cultural contact, the Eskimo has been romanticized, patronized, commercialized and—finally—bureaucratized. In Alaska, Eskimos are alleged to ask: "Who is your anthropologist?" It always comes as a shock to non-Canadians to learn that Canada's Eskimos number only about 15,000.

The Eskimo in Canada has given rise to a veritable research industry. Their language has been dissected, their graveyards excavated, their kinship systems unravelled, their adaptability studied, their problems probed. But the field seems to have been almost worked out now for a number of reasons. With a small population, only a certain number of studies can be made. The simple, descriptive studies have been done; skilled specialists are now needed for an understanding of complex problems. Research cannot continue indefinitely.

The other reason for the exhaustion of research possib ities among Canadian Eskimos is that there has be little pay-off for the people on whom the research h been done. Anthropologists and others have done great deal to alert government officials to the real d mensions of the "Eskimo problem." Those social scie tists who have been accepted by the Eskimos ha assisted these people to understand the limits of th possible. The work done by the Northern Science R search Group of the Department of Indian Affairs an Northern Development in their Mackenzie Delta R search Project has been quite outstanding. But **too muc Eskimo research has resulted in an accumulation research reports, theses, and papers.**

Canada's northern development policy to date has bee equated with the exploitation of mineral resource These are located in very specific areas. Any minin or oil development in the Arctic will involve a tota approach to resource development. It will not be enoug to open a mine, rip out the minerals and then leav the land and the people wounded. But for every north ern "developer" of the exploitive type, there seems t be, in Canada, a northern "conserver." If the eyes o the developer see numerous mines springing up in the tundra and oil pouring forth at the tap of a rock, the conservationists worry about the birds and the vegeta tion.

White "outsiders" have a curiously ambivalent attitude toward the North. What they seem to ignore is that they are strangers in a land in which the Eskimo has

ed for a long time. They also seem oblivious to the
:t that both mineral exploitation and conservation can
parts of the same holistic approach to development,
d that these aspects can be complementary and not
mpetitive.

seems obvious that the Canadian Mining Industry
is distinct from fly-by-night operators—is showing
ncern for the ecology of its mining areas. And the
ternational Nickel Company actively promotes refor-
tation. It is less the large mining companies that we
ould worry about than the small operators who try
clean up and clear out.

ne North provides instant feedback, and the warning
gns are now flashing vividly. It seems obvious that
e Canadian North is not the American West; it cannot
and an incessant assault upon its ecology. But it is
y intention to comment on the human damage being
one, and to suggest possible ways of resolving some
the problems of the land and the people.

A linear, reductionist approach has been suggested for solving the Eskimo problem. The general logic seems to go this way. The Canadian North is a mineral-rich area. There is very little else on which to build an economic base for development. Therefore the Government must aid those who wish to mine the North. The mines will need labour. The Eskimos live in the North. They will provide a source of labour for the mines. They must be educated and trained to work in northern mines. This will be done by southern Canadians who do not speak Eskimo and whose education seldom includes any grounding in anthropology.

While not denying that mining offers possible options for Eskimo employment, it does seem as if the Government, in pushing for jobs for Eskimos, has run into a blind alley. In 1968-69, the Department of Indian Affairs and Northern Development stated that its policy for northern employment was to ensure that, by 1978, 75 per cent of all government jobs in the North would be held by northerners. But even a brief glance at the qualifications needed for positions in the rapidly ex-



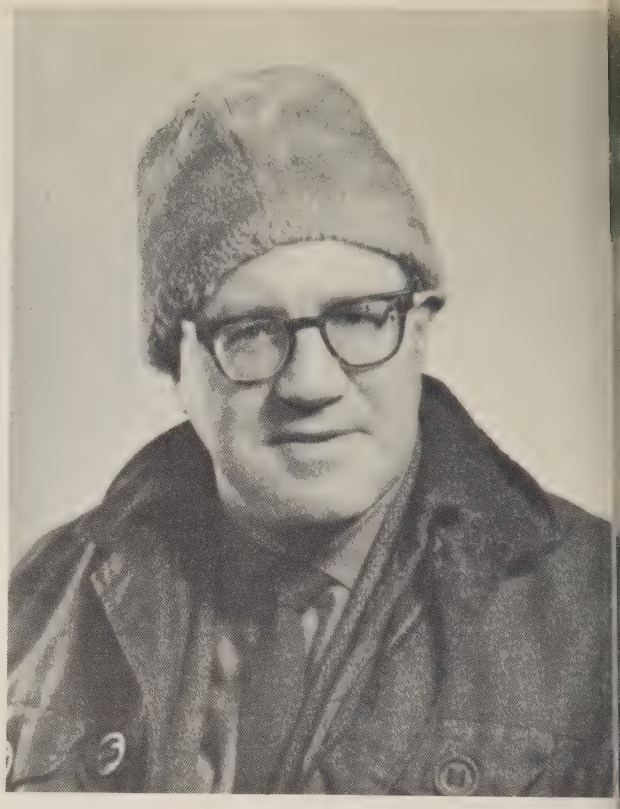
panding Northwest Territories Government will raise doubts about the validity of the Department's suggestions. **All seem to require university graduation, specialized skills and wide experience—qualifications that few northerners, and no northern native peoples possess.**

It is to be hoped that, in their search for possibilities for Eskimo employment, the Department does not neglect the idea of creating careers in occupations that are healing and integrative, and not merely exploitive or of a service nature. Instead of painting the Eskimos into an industrial corner, the Government can outline areas where careers could be developed that are meaningful to young Eskimos. It is among the young Eskimos that the need is most acute for meaningful employment.

Any employment in the future must have a number of characteristics. It must carry status. It must be science-based, and open-ended in the sense that it must involve the learning process as an integral part of daily operations. It must be restorative and recreative in the sense of determining new ways of developing and expanding a person's potential. The opportunities should be integrative and self-actualizing, helping the person to understand the complex realities of his own being and of the external environment.

If there is a need to heal and care for the tundra, there is also a need to heal and care for the tundra people—not in a veterinary-hygienic way, but in a genuinely scientific and humanistic manner. Any conservation efforts could and should involve Eskimos—young people working with the conservationists, learning with them through doing those monotonous jobs that are part of the process of scientific training. Older Eskimos could provide logistical support, and the old people, now sitting on the sidelines of life, could be involved by telling what the land was like. In this way, old and young could contribute to the healing process, one providing the muscle, and the other the mind.

If funds are to be invested in northern development in the future, they can best be spent, not on roads or on dubious economic ventures rationalized as attempts to "develop" the country that result in benefits to a favoured few, but on training young Eskimos in the skills of conservation. Each year, the Department of Indian Affairs and Northern Development faithfully budgets $10,000,000 for roads in the Territories. A small part of one year's road budget spent on training young people in the techniques of conservation would have a



James Lotz

higher pay-off in every way. The land would suffer le and young Eskimos would have access to a wider ran of opportunities and possibilities than in the mini industry and the government. Their knowledge and the skills would be welcome anywhere in the world, for t North is not the only place suffering from ecologic damage under the impact of exploitive development.

Careers in conservation would make Eskimos mobile— they wished to stay in the North, they could do so. they wished to travel, and to live "outside," they coul do this too. **Their skills and their knowledge would b portable, just as they were in the old days, when a ma could carry little on his back in the tundra, but muc in his mind.**

In conservation and like pursuits, working with scien tists, young and old Eskimos could come together wit other Canadians in the relationship of equals tha science involves. All would learn from each other an enrich each other's understanding of the limits of th possible in that strange land at the world's end—th Canadian Arctic.

lawed but flourishing

piralling inflation and industrial strife emerge as the incipal flaws marring the Canadian economic picture r 1969, according to the yearend review by the Minisr of Industry, Trade and Commerce Jean-Luc Pepin. an otherwise optimistic overview of Canadian ecomic activity in 1969, and an even healthier prognosis r the seventies, Mr. Pepin drew special attention to e restraints placed on our economic growth and proctivity by rising prices and industrial work stoppages. anadian business activity, for example, advanced at moderated pace in the latter part of 1969 compared ith its previous surge. The slowdown was partly caused work stoppages. Growth in manufacturing productn was hampered also by strikes in the primary metal dustries. The price picture reflects an even graver roblem. According to Mr. Pepin, price increases genated within our domestic economy constituted serious stacles to Canadian trade and industrial growth, as ell as to our general economic performance.

n spite of these mitigating forces, however, 1969 emerges s a year of significant economic achievement for Canda. Our Gross National Product rose 9 per cent from 968 to 1969, with at least half of this increase repreenting real output growth. New export gains and renwed growth in business investment contributed greatly the further expansion of production and employment. otal employment itself rose by 3 per cent in 1969, and nemployment was running at a little more than 5 per ent of the labour force in the concluding months of 969. Per capita disposable income, in real terms, inreased only moderately, Mr. Pepin said.

he export-import picture also indicated a stride forard. Canada's merchandise exports increased by nearly 0 per cent in 1969, about in line with the growth in orld production and trade. The annual value of Canaian exports is now almost $15.000,000,000, having more han doubled in the past six years.

egionally, the outstanding feature of Canadian trade n 1969 has been the continuing strong growth in sales the United States. Exports to this market were up 6 per cent in 1969 from 1968. Commonwealth countries ave about maintained their last year's level of purhases, while exports to Japan and the European Ecomic Community did increase somewhat in 1969.

Canadian imports grew sharply in the past year, even more than exports, with the merchandise trade surplus declining by about $500,000,000 from the record $1,200,000,000 achieved in 1968. This narrowing in the merchandise trade surplus, compounded by a higher deficit in the service sector, resulted in a Canadian deficit on all current transactions that was well above 1968. But it compares favourably with our performance over the last decade.

What is there in store for Canada's economy in the seventies? According to Mr. Pepin's prognostications, **the Canadian economy is proceeding with considerable forward momentum. The underlying expansive thrust in the economy is reflected in the renewed growth of business capital spending in 1969, following two years of approximately level outlays.** A recent survey of capital spending intentions indicated that large companies plan to spend 14 per cent more on new capital facilities in 1970 than in the preceding year. The evidence at hand suggests that total capital outlay in 1970, both public and private, is likely to provide significant forward impetus to the economy, without placing excessive demand pressures on capital goods-producing industries and other investment resources. Meanwhile, indications of a continued upward trend of personal incomes will provide the basis for continued growth in consumer spending. Although our export strength is bolstered by some important elements, the 1969 gain of $1,250,000,000 in total exports will be difficult to match in the face of easier demand conditions in the U.S. and slower growth in the world at large, Mr. Pepin noted.

In these circumstances of intensified world competition, contends Mr. Pepin, it becomes increasingly important to halt the erosion of Canada's competitiveness resulting from the continuing upward movement in costs and prices. Between 1968 and 1969, industry selling prices in Canada rose 3.4 per cent while consumer prices and the price component of the Gross National Product each rose by about 4.5 per cent. Although industrial productivity in Canada continued to improve in 1969, most income rate increases exceeded the improvement in national productivity by a considerable margin, the inevitable consequence being upward cost pressures and escalating prices. Mr. Pepin said in his review that the Government is trying in every way to contain the rise.

Canada's potential for growth in the decade ahead is vast and dynamic, if we can come to grips with such problems as urban growth, pollution, and the need to achieve for poor people, weak industries, and lagging regions, a fuller participation in the mainstream of Canadian development, Mr. Pepin said. Success in these endeavours depends, of course, on the sustained and balanced growth of the economy as a whole.



Book reviews

Labour legislation

Labour Relations Legislation in Canada, by Eileen Sufrin; Canada Department of Labour; Queen's Printer, Ottawa; 180 pages; $3.50.

A basic principle of the Canadian system of labour relations is that a trade union may represent the employees in a unit as their bargaining agent in relations with their employer if, in the unit appropriate for collective bargaining, a majority of the employees are members of the trade union. This right is secured by the system of certification of bargaining agents.

The legislative requirements of this and other provisions of labour relations legislation in Canada are described in this study, compiled for the Legislation Branch of the Department. The book contains the first three parts of a projected series on the topic, and describes: the certification of bargaining agents; rights of association, unfair practices, union security, and redress of unfair practices; and the settlement of industrial disputes. It draws upon references to decisions of labour relations boards and reasons for judgment in court cases to illustrate the effect of the legislation in application to particular situations. **To examine the extent and nature of government intervention in labour disputes, Mrs. Sufrin of the Economics and Research Branch of the Department, draws upon the reports of administrative authorities and the data collected in the Department on settlements reached in the years 1960 to 1964 by the larger negotiating units.**

A fourth part of the study deals with judicial review of the decisions of labour relations boards, which has already been published as a separate booklet (L. G. Aug. 1969, p. 446). Written by Jan K. Wanczycki, of that time of the Legislation Branch, it describes the nature and characteristics of the boards, their jurisdiction, their powers to make decisions and to issue orders and the grounds on which such decisions and orders may be challenged in court.

A fifth part, yet to be published, will deal with categories of employees who have been singled out by legislators for special treatment, either under separate legislation or by provisions of the labour relations Act applicable only to that category. It will compare the legislative provisions that have been adopted for these special groups with the system in effect for other employees and will also describe measures to deal with emergency disputes and disputes in essential services.

Certification procedures were introduced in postwar labour legislation in Canada to minimize disputes over union recognition, and to stabilize representation rights during the initial period of the union's existence as bargaining agent. The legislation links, to the bargaining rights and obligations that flow from certification, the binding effect of collective agreements to which the certified unions are parties. In some jurisdictions, certification is a prerequisite to legal strike action.

Another major objective of certification requirements is to ensure the representative nature of the union as far as the employees are concerned. To achieve certification, not only must the trade union initially acquire the support of a majority of the employees, but it must also maintain their support thereafter, or face the possibility of decertification and the consequent loss of bargaining rights.

ıe Canada Labour Relations Board is responsible for e certification of bargaining agents with respect to iits of employees governed by the Industrial Relations ıd Disputes Investigation Act. In each province, a bour relations board carries out a similar function. ıe administration of this function forms a major part the work of the boards and their staffs.

he boards have exclusive powers to determine matters ch as: Who is an employer or employee for purposes the acts? Is an organization a trade union and, if , who is a member in good standing? What constitutes unit of employees appropriate for collective bargaining? ave the bargaining requirements of the statutes been et? Is a collective agreement in effect?

fter World War II, a positive emphasis was placed ı the role of trade unions in society by the enactment provisions for rights of association, together with ocedures for the certification of unions and rights for llective bargaining. Such provisions had been among ıe measures adopted under emergency powers during ıe war to govern labour relations.

Vith the rapid growth of unions in Canada during the ar years, the need for legislation to protect employees ndeavouring to organize became apparent. Most Cana-ian labour relations statutes now contain a general eclaration of the rights of both employees and employ-rs to form associations to advance their respective bjectives; all acts set forth limitations on employers, nd on employees or their unions, about interference ith each other's rights. **Violations of the prohibitions re termed "unfair labour practices" or simply "unfair ractices."**

he report makes a comparison of the rights of associa-on, unfair practices and union security provisions in l statutes. Certain basic concepts of unfair practices ıat involve discrimination in employment or intimida-on are common to all statutes.

ı some jurisdictions, however, there are concepts co-ering a miscellany of other unfair practices. Because rocedures for redress in cases of unfair practice differ ı the statutes, it becomes significant whether or not ertain actions themselves are classed as "unfair prac-ces" or as a general violation of the Act concerned, articularly where the initial enforcement procedures ıvolve filing a complaint with the labour relations oard. It is in the initial stages of union organization, efore the achievement of compulsory recognition and argaining rights (derived from certification), that employees frequently need the protection given by the unfair practice prohibitions.

Although the basic principles that the Wagner Act enacted in 1935 in the United States are found in Canadian provisions governing rights of association, the controversy over union security in Canada has been largely confined to the bargaining table; it has not resulted in legislative restrictions such as those of the Taft-Hartley Act in the United States.

Although collective bargaining relationships are now well established in most major industries in Canada, in 1964 there were only about 1,493,000 trade union members—about 29.4 per cent of non-agricultural paid workers. Large numbers of white-collar employees in offices and most retail and financial establishments, as well as most employees in small firms across the country, still remain unorganized.

No extensive work drawing together the experience with unfair practices in the various jurisdictions seems to have been published in Canada. The statistical references and illustrative cases used here have been selected from sources such as annual reports of labour departments or bulletins issued by labour relations boards. **It is apparent from the incidence of complaints, particularly in the more industrialized provinces, that a need continues for the legislative safeguards to freedom of association—especially for the individual employee.**

The report goes on to compare the statutory provisions for settlement of industrial disputes that arise either during the process of negotiations for a collective agreement or during the term of the agreement. Some Acts contain special provisions for dealing with disputes that involve employees of the public utilities, hospitals and school boards, the municipal police and firemen, and like categories; in other jurisdictions, such disputes would be regulated by separately enacted legislation. No evaluation of the success of the statutes in achieving their objectives is intended, although reference has been made to some studies in which conclusions on the effectiveness of various forms of dispute settlement legislation have been formulated by the authors. Where included here, the statistical information is given to indicate the scope of government intervention.

The original concept of labour legislation as enacted in Canada at the turn of this century still predominates in general. At that time, the objective was to reduce to a minimum the number of work stoppages by compulsory conciliation of industrial disputes, and this re-

mains in the provisions of most acts. There have been a number of significant changes, however, in the approach to compulsory conciliation in some provinces. **Since World War II, the area of industrial disputes has been substantially reduced by enactment of legislation concerning compulsory recognition of trade unions by certification procedures, rights of association and unfair practices, as well as by wide enforcement powers vested in the labour relations boards.**

It would require a historical study of each labour relations statute to trace the changes since the war, as there have been many amendments introduced, and in Quebec in 1964, a number of statutes replaced by an entirely new code. Some provinces have increased government regulation of labour affairs, while others have moved toward less intervention. Within a rapidly changing economic environment, and in an area as fluctuating as industrial relations, it can be expected that experimentation with new approaches to dispute settlement will continue.

Considering the complexity of modern labour-management relationships, it is obvious that any definition of an industrial dispute has to be in very broad terms, for hundreds of situations can give rise to a dispute. **In determining wages and working conditions through collective bargaining, an area that occupies the centre of the stage and is still likely to do so in the foreseeable future, no acceptable criteria have been found for reconciling the conflict of interest between labour and management.** Each such dispute has to be resolved by compromise either before or after work stoppages.

In considering the settlement of industrial disputes, the book deals with the types of disputes that develop during the process of collective bargaining (interest disputes), as well as during the term of a collective agreement (rights disputes), from the viewpoint of legislation dealing with them. Thus, it is well at the outset to see how the various statutes define an industrial dispute.

In the federal Act, a dispute is defined as: "any dispute or difference or apprehended dispute or difference between an employer and one or more of his employees, or a bargaining agent acting on behalf of his employees, as to matters or things affecting or relating to terms or conditions of employment or work done or to be done by him or by the employee or employees or as to privileges, rights and duties of the employer or the employee or employees." Identical or similar terms are also used to define an industrial dispute in the six provincial acts.

The Saskatchewan definition refers to "trade unio rather than to "bargaining agent"; also, the union placed on the same footing as employees with resp to disputes over work to be performed, privileges, rig and duties, or conditions of employment.

In Alberta, the general definition of a dispute pertai to the same matters as that of the federal act, but also states that a dispute is one between an employ and "a majority of employees or a majority of a ur or classification of employees" in contrast to "one more of his employees." (Complaints under unfair pra tices, Sec. 76-81, however, may involve a single emplo ee.) The general definition is followed by a list of parti ular employment relationships or situations that ma be the subject of disputes. The list includes any for of remuneration paid for work performed; the sex, ag qualifications or status of employees; the mode, term hours and conditions of employment; the employme of children or a person or class of persons; the dismiss of or refusal to employ a person or class of person any claims of whether preference of employment shoul or should not be given to persons "being or not bein members of labour or other organizations, British sub jects or aliens"; any bad workmanship or damage don to work; and "any established custom or usage, eithe general or in the particular district affected."

The Quebec definition distinguishes between "interest disputes" and "rights disputes" as follows: "A disagree ment respecting the negotiation or renewal of a collec tive agreement or its revision by the parties under a clause expressly permitting the same" is termed a "dis pute"; "any disagreement respecting the interpretation or application of a collective agreement" is termed a "grievance."

In the Ontario Act, an industrial dispute is not defined, but it is clear from the dispute settlement provisions that the same types of disputes are referred to as in the other Acts.

From these broad definitions of a dispute, and the scope of application of the labour relations statutes in Canada, the study notes, it can be seen that the legislation affects a very wide segment of employers and employees, both public and private, without distinction as to the size of the enterprise or consideration of the possible impact of industrial disputes on the economy in general, and involves in its implementation labour departments, labour relations boards, and public and private conciliators.

Contrast in wages

Wages in Canada and the United States, An Analytical Comparison, by Allan Porter and others, Canada Department of Labour, Queen's Printer, 153 pages.

How does the average Canadian fare in terms of wage income relative to his American counterpart? Has the historical hiatus in national income levels between the two countries been spanned?

These viable concerns are only some of those brought out by Allan Porter and others in their analysis of **Wages in Canada and the United States.** The intent of the study, sponsored by the Economics and Research Branch of the Canada Department of Labour, is to depict wages in Canada and the U.S. from both a descriptive and analytic standpoint, as well as to compare wage trends in the two. Although the authors do not venture to explain wage differentials, they have approached the task of accruing, assimilating, and analysing income data in a comprehensive way, thus paving the route to better explanation and prediction.

The greater part of this study is devoted to an analysis of labour income in the form of wages and salaries. From this limited base, however, the study broadens into a review of labour income as a whole, as well as national income, and its apportionment to labour, investors, and owners of small businesses.

If you are baffled by the wage picture in Canada, or troubled by the thorny issue of U.S.-Canadian wage parity, then the findings underlined by this study should prove highly illuminating. If we move from the general to the particular, we discover, first of all, that **aggregate gross national product in real terms increased more rapidly in Canada than in the United States between 1947 and 1967.** If we next consider national income, we find that in current dollars, the Canadian rate of increase exceeded the American rate between 1949 and 1967. Per capita national income, however, was 43 per cent greater in the U.S. than in Canada in 1967, although it had been two thirds greater in 1947. A similar trend was noted for national income per worker.

Perhaps the major highlight of the study is the light it sheds on the traditional gap between American and Canadian annual labour income—i.e., average wages and salaries combined. The evidence suggests that this gap as yet remains unbridged. The study says that **average labour income in the United States exceeded that in Canada by 27 per cent in 1949, falling to only 26 per cent in 1967**—thus signalling virtually no change over an eighteen year period. The differential, however, has narrowed somewhat in manufacturing.

Comparison of the behaviour of Canadian and American hourly wages in manufacturing industries is particularly noteworthy. One feature underscored by the data is that in no instance between 1949 and 1965 was there an increase in the U.S. margin over the comparable Canadian wage. Another is the extensive variation in wage behaviour across industries.

Perhaps your preoccupation is with the degree of resemblance of the wage structures of manufacturing industries in the two countries? If so, then you should be interested in learning that the wages paid in a particular industry are similar, by and large, relative to wages paid in other industries in both countries. Moreover, between 1949 and 1965 the range of Canadian wages increased substantially, while that of the United States remained virtually stagnant. During that period, however, there was a definite, though not large shift of Canadian employment toward the lower wage industries and of U.S. employment toward the higher wage industries.

To conclude, let us look at their findings on regional and urban variations in wage behaviour. One implication suggested by the data is that if you are employed in manufacturing on the west coast in Canada, your wages are more in line with those of your American confrère in adjacent regions than if you are employed on the east coast. **The hourly wage differential in manufacturing proved to be highest, in fact, in the Atlantic region of Canada compared with the New England states, at $1.85 per hour and $2.56 per hour, respectively.** In British Columbia, on the other hand, the hourly wage averaged at $2.79 for all manufacturing industries, compared with $2.87 in the Rocky Mountain area of the U.S. and $3.16 in the Far West.

One further implication shown by the study, finally, is that large cities favour large incomes and small cities favour small ones. In Montreal, for example, wage earners in the manufacturing industries can expect to attain an hourly average of $2.05, while in St. Hyacinthe, Que., the average hovers around $1.59. Comparative figures were noted for the U.S. For example, in Buffalo, N.Y., a worker's average hourly wage was discovered to fluctuate around $3.21, whereas in Utica, N.Y. it falls to $2.62. The greater preponderance of large cities in the U.S. than in Canada is proffered as one explanation for wage incomes being higher in that country.

The economics of vocational rehabilitation

The proposition that the entire community benefits when a disabled person is retrained and reinstated in the work force is examined in the accompanying article. It was extracted from an address delivered on the occasion of the 50th Anniversary of the International Labour Organization by Norman E. Cooper, ILO Vocational Rehabilitation Officer.

The average cost of adapting a job for a disabled person is less than the average cost of recruiting a new worker and providing him with the barest initial training, says Norman Cooper, Vocational Rehabilitation Officer with the International Labour Organization. The following was taken from an address by Mr. Cooper on the occasion of the ILO's 50th anniversary.

During the early years of its existence, the ILO's main efforts in the field of vocational rehabilitation took the form of international standard setting. The first step immediately after World War I was the high-lighting of the vocational needs of disabled ex-servicemen. Subsequently, international standards covering vocational training, vocational guidance and employment were established for disabled workmen and disabled civilians. In 1955, the ILO Conference for that year brought together under one heading all previous standards for the disabled, by adopting Recommendation 99 that had far-reaching effects, not only for the ILO's own vocational rehabilitation program, but also for national rehabilitation programs throughout the world. Its whole emphasis is directed toward the integration of disabled persons into active economic life.

To illustrate the overall importance of an economically active disabled person, let us examine what his withdrawal from the labour force would mean to him, his family, the community and society as a whole. To the individual it could mean loss of earning power, loss of skill and experience and a position of dependency; to the family, there is a loss or reduction of income, increased dependency upon others, and the cost and burden of caring for a disabled family member. The community, too, is faced with the loss of the disabled worker's former contribution in skill and earnings, and may have to assume financial and other responsibilities for him and his family. For society as a whole, there is the loss of a manpower unit and a taxpayer; there are also extra costs to bear for medical care and social welfare benefits, and one more name is added to the list of non-productive persons in the state. The high cost of supporting such persons may well cause funds to be directed away from development programs.

In several countries of the world, the economic value of rehabilitation has been confirmed through experience or active research. In Guatemala, for example, a rehabilitation service established with the assistance of ILO experts at the Institute of Social Security led to a substantial reduction in the average treatment time for injured workers—from 203 days to 36.85 days over a three-year period. Over the same period, the number of injured workers restored to full working capacity, without the award of cash benefits, rose from 43 per cent to 72 per cent.

The United States Department of Labor has estimated that for every dollar spent to rehabilitate a disabled person, his lifetime earnings are increased by $35, part of which is paid back in federal and state taxes. As a

rther striking example of the productive capacity of e disabled in the U.S., it is estimated that the employ-ent of 100,000 disabled persons adds at least 500,000,000 a year to the gross national product.

n Sweden, a group of 125 severely disabled persons ho had completed treatment at the Swedish National ehabilitation Clinic were surveyed over a period of ur years. Many of them were former industrial workers ith a long history of unemployment, and complex and hronic physical, mental, social and vocational prob-ms. The follow-up revealed that 59 per cent were roductively employed and about 15 per cent were orking in sheltered workshops.

An excellent example of the economies of rehabilitating n individual was provided recently by John McKenzie f the Office of Health Economics, London, in the pub-ication **Rehabilitation—October/December 1968.** It is he case of "an unmarried man, aged 44, who has one eg amputated at the hip. We will assume that he is ndustrially insured and that the amputation results rom an accident taking place at his work. The result n medical costs amounted to £320 ($832) during the ear of his accident. Assuming his life expectation does ot change, and he does not die until he is 72, further irect costs of about £69 ($179.40) a year will be in-olved, or £1,860 ($4,836) over the period. If he is not rehabilitated and is unable to work again, he will receive total benefits of £11.5.0d. ($30) a week, that over the 20-year period during which he would have been working, will cost another £11,700 ($29,420). Thus the total direct cost to the community over the period, of one individual losing his leg in an accident at work, amounts to some £14,000 ($36,400). However, let us assume for the moment that he were to be retrained at a cost of £260 ($676), and that as a result of this he is able to earn a normal average industrial wage of £1,000 ($2,600) a year. If he works to 65 he will earn £20,000 ($52,000). **This will reflect not only in an improvement in his own standard of living, of £420 ($1,092) a year to say nothing of his emotional feelings of independence, but also in a positive saving on government expenditure of £580 ($1,508) a year."**



One of the best examples of an economically sound vocational rehabilitation program is provided by the invalids' co-operative type of organization that has been developed in eastern Europe. In 1965, the ILO and the Polish Government organized an inter-regional seminar in Poland for some 20 rehabilitation specialists from developing countries, the main purpose of which was to study in depth the organization, management and operation of co-operative workshops for the disabled within the Polish Union of Invalids' Co-operatives. Invalids' co-operatives in Poland date back to the period between the two World Wars when, on the initiative of war invalids, several labour co-operatives organized and financed their own employment schemes. Immediately after the last war, with such large numbers of disabled persons to care for, the invalids' co-operatives organization was rapidly expanded. **By 1966 the Union of Invalids' Co-operatives was responsible for 401 economically active invalids' co-operatives across the country, employing some 120,000 invalids, including 5,000 severely disabled persons in the co-operatives' sheltered workshops, and 19,000 homeworkers.** The main functions of the co-operatives are both social and economic, comprising: vocational rehabilitation and gainful employment of the disabled; social and medical care and development of cultural and educational activities among co-operatives members and their families; and economic activities.

Economic activity of the co-operatives includes a wide range of production work, industrial services, retail commerce, and, to a lesser extent, catering. Through this activity, the co-operatives contribute to the national income and help to satisfy home and export market

requirements. The co-ordination of the rehabilitation and economic functions of the co-operatives is planned with the aim of providing effective rehabilitation services for members at minimal cost and at the same time ensuring that economic activities are profitable.

Although the economic development of invalids' co-operatives undoubtedly owes much to generous state help, it is claimed that, even without such help, they would still be economically sound organizations. The system of state aid, coupled with self-help and initiative on which this economically successful co-operative scheme for the disabled is based, could well have meaningful application to countries that are about to launch national programs of vocational rehabilitation.

In the developed countries of the western world, it is not difficult to convince employers of the economic value of employing suitably trained and rehabilitated disabled persons. In developing countries, however, with their countless millions of unemployed and underemployed persons, public and charitable funds are very seldom available to meet the cost of launching a national rehabilitation program. In the past, governments have often been sceptical about the economic value of rehabilitation, and over-protective family attitudes or local tradition may result in the complete withdrawal of the disabled from active economic life. But independence for many of these countries has brought with it a new sense of responsibility, and a desire on the part of governments to improve living and working standards for all their people. Now, more than ever before, many of these governments are eager to implement work schemes for the disabled as well as the able-bodied, particularly if such schemes are self-supporting and in line with their overall economic development plans. The main emphasis of the ILO's vocational rehabilitation program in developing countries is now concentrated on introducing such employment schemes for the disabled in urban and rural areas. There are many ways of approaching the problems involved, but **by far the most successful and economical work-making project for the disabled in developing countries is the sheltered workshop developed within the framework of a small-scale industry or entrepreneurship setting.** The idea of segregating disabled persons in sheltered workshops rather than integrating them in a normal employment setting appears to cut across all accepted principles of vocational rehabilitation. Nevertheless, when open employment is not available even for many able-bodied persons, attempts must be made to create economical employment projects for the disabled alone.

Such a project is to be found in Ethiopia where a she tered workshop, that ILO experts helped to establis has been operating successfully for the past five yea In marked contrast to many sheltered workshops in th western world, this particular workshop is making substantial profit; the wages of the 200 severely disable workers—including 50 blind and 16 deaf—are not bein subsidized; on the contrary, the average monthly ear ings are almost twice the rate prevailing in the countr for unskilled workers. In 1960, 610,536 umbrellas wer produced, enough to meet the country's entire need **This is a work-making project that not only contribute substantially to the economy of the country, but als provides a good livelihood for some 200 disabled peopl and their families, many of whom formerly begged fo a living or were entirely dependent on their families friends, and the state for their very existence.**

The project—known as the United Abilities Company—was conceived by an ILO expert who was helping the Ethiopian Government establish a national program o vocational rehabilitation for the disabled. He ascertained that umbrellas, which were in demand in the hot, dry seasons as well as the wet, were all imported, and he realized that a locally assembled product would offer light, congenial employment for the disabled—employment that required a minimum of training and relatively inexpensive capital equipment. It was jointly sponsored by three voluntary organizations in Ethiopia that provided the inital capital that was used to purchase cloth, frames, and sewing machines; subsequently, they provided a further loan to establish the workshop on a firm footing.

To achieve the main aim of the project of making the disabled independent and self-sufficient, many social welfare problems had to be overcome, including: housing, transportation and medical treatment. These were problems outside the factory, and were satisfactorily dealt with by the social welfare officers of the sponsoring organizations. To illustrate the total rehabilitation that occurred, four severely handicapped men left the municipal beggar centre and were soon living communally in a house of their own, being completely independent on the wages they earned. In the experience of the company, once a man or woman had sufficient money, 75 per cent of the rehabilitation problems were solved.



The success of the project was virtually assured when the Government agreed to raise the tax on imported umbrellas that could not then compete in price or quality with the home-produced article. Distribution and sales points were established in markets and shops throughout the country, and within two years the factory was hard pressed to meet demands. The exact value of this enterprise to the country in economic terms is difficult to assess, but there was income tax revenue and savings on maintenance costs that were formerly paid to the disabled persons and their dependants.

The United Abilities Company is an economically sound enterprise run entirely by the disabled for themselves and their dependants. It is run on normal business lines just like any other factory under normal government regulations. Plans are being formulated to use the company's profits for an extension of its activities into an umbrella frame making unit and possibly dry-cell battery manufacturing.

It is evident that much more time and effort needs to be devoted to research into the economics of vocational rehabilitation, particularly in regard to cost-benefit analysis. The new science of ergonomics has also an important bearing on the subject, and a research study recently completed by the ILO reveals that the average cost of adapting a job to a disabled person is less than the average cost of recruiting a new worker and providing him with the barest initial training. In addition, the cost of adapting a job is further offset by the easing of the labour supply that frequently results, and by the benefits that accrue from retaining the services of a skilled disabled worker.

Price indexes

Consumer, December 1969

The consumer price index (1961 = 100) rose 0.4 per cent to 127.9 in December from 127.4 in November, and was 4.6 per cent above the December 1968 level of 122.3. Most of the December increase was due to advances of 0.8 per cent in the food index and 0.6 per cent in the housing index.

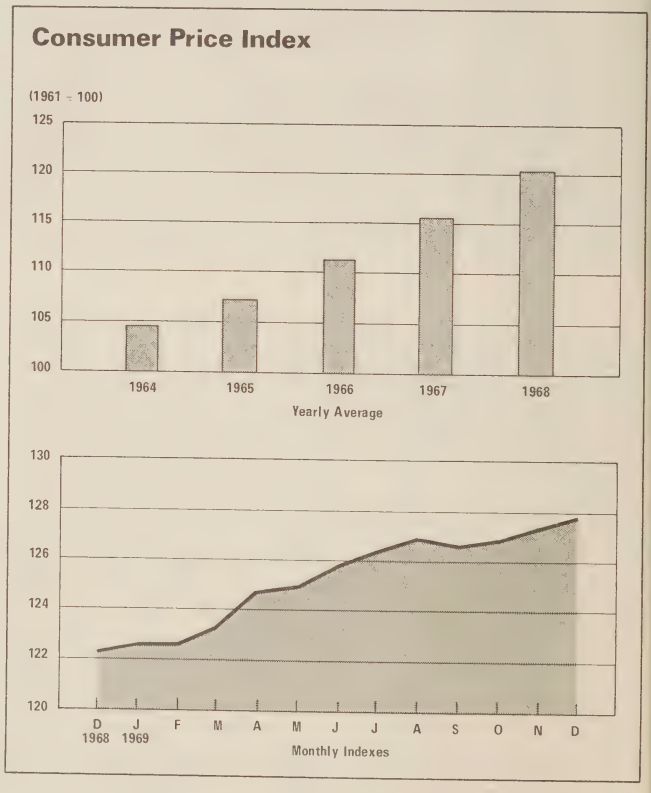
The food index advanced 0.8 per cent to 129.8 from 128.8, and was 4.3 per cent higher than a year ago. Higher prices were recorded for fresh vegetables, eggs and poultry. Higher prices for tomatoes, carrots, cabbage and lettuce contributed to a 6.1 per cent increase in vegetable prices. Egg prices advanced 8.5 per cent and reached their highest level since December 1966. The price of chicken rose 2.2 per cent; beef and pork prices were unchanged.

Among staple foods, the price of milk rose 0.3 per cent; bread and sugar prices were unchanged. Bakery and cereal products increased 0.5 per cent, and prices were higher for breakfast cereals, flour, cake mixes and some biscuits. Regular and instant coffee prices advanced, but sizeable decreases were noted for grapefruit, 8.8 per cent, California oranges, 5.4 per cent, and celery, 6.8 per cent.

The housing index increased 0.6 per cent to 127.6 from 126.9, and was 5.5 per cent above last year's level. Home-ownership costs advanced 1.9 per cent because of increased prices for new houses and repairs, and higher property taxes. Rent rose 0.3 per cent. Household operation costs were also higher, mainly because of increased prices for furniture, household textiles, floor coverings and household supplies. The price of fuel oil increased 0.6 per cent.

The clothing index advanced 0.1 per cent to 126.4 from 126.3. Increased prices for most men's wear and clothing services outweighed lower prices for women's and children's wear, footwear and piece goods. Dry cleaning and shoe repair charges rose about 2 per cent. Women's winter coats, wool dresses and suits were reduced from their November levels, and sale prices were registered for some yard goods and various items of children's wear.

The transportation index rose 0.2 per cent to 122.0 from 121.8. Prices were higher for gasoline and chassis lubrications, and the price of motor oil registered a marginal decline.



The health and personal care index increased 0.3 per cent to 136.8 from 136.4. The price of men's haircuts rose 1.0 per cent, reflecting increases in Winnipeg, Saint John and some smaller cities.

The recreation and reading index declined 0.3 per cent to 128.1 from 128.5 as a result of seasonally lower magazine subscription rates. The tobacco and alcohol index was unchanged at 126.3.

City consumer, December 1969

Between November and December, consumer price indexes rose in all regional cities and city combinations, the increases ranging from 0.7 per cent in Vancouver to 0.2 per cent in three other cities and city combinations.

Food indexes increased in all cities by at least 0.4 per cent, the largest advance being registered in Vancouver, where prices moved up 1.6 per cent. Housing and transportation indexes increased in all cities because of higher rents and increased prices for automobile operation. Lower magazine subscription rates were mainly responsible for a decline in recreation and reading indexes. Health and personal care components increased in all cities except those in the Prairie Provinces, where there was no change. Tobacco and alcohol indexes remained unchanged.

Regional consumer price index point changes between November and December 1969 were: Vancouver +.9 to 121.0; Winnipeg +.8 to 126.2; Halifax +.6 to 122.6; St. John's +.5 to 120.5; Saint John +.5 to 122.0; Toronto +.5 to 126.6; Ottawa +.4 to 125.8; Montreal +.3 to 123.1; Saskatoon-Regina +.3 to 121.6; Edmonton-Calgary +.3 to 123.5.

Wholesale, November 1969

The general wholesale index (1935-39 = 100) increased 0.1 per cent in November to 283.6 from the October index of 283.3 and was 3.9 per cent higher than the November 1968 index of 272.9. Three of the eight major group indexes were higher and four declined. The remaining one, textile products, was unchanged at 256.7.



The iron products group index rose 2.1 per cent to 294.2 from 288.2 on higher prices for hardware, rolling mill products, tin plate and galvanized sheet, and wire. An increase of 0.4 per cent to 274.8 from 273.7 in the non-ferrous metals products group index reflected price increases for silver and tin. The vegetable products group index moved up 0.3 per cent to 237.8 from 237.1 on higher prices for sugar and its products, potatoes, and livestock and poultry feeds.

The animal products group index declined 0.7 per cent to 322.1 from 324.4 on lower prices for livestock, and fresh and cured meats. A decrease of 0.6 per cent to 382.4 from 384.8 in the wood products group index resulted from lower prices recorded for cedar, hemlock and spruce. The chemical products group index moved down 0.6 per cent to 222.0 from 223.3 on price decreases for soaps and detergents. The non-metallic minerals products group index declined to 210.1 from 210.2.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 1.4 per cent to 269.3 from 265.6 in the three-week period October 31—November 21. The animal products index increased 2.0 per cent to 355.4 from 348.3. The field products index rose 0.2 per cent to 183.3 from 182.9.

U.S. consumer, November 1969

The United States consumer price index (1957-59 = 100) increased 0.5 per cent to 130.5 in November and was 5.8 per cent higher than a year ago. **Higher prices for food, especially eggs and vegetables, were responsible for the overall increase across the country.**

The only major price category to show a decline nationally was transportation, which dropped 0.1 per cent. There were general increases in the cost of housing and in services. Home-ownership, including mortgage interest costs, property taxes, insurance and residential gas rates, increased.

British retail, October 1969

The British index of retail prices (January 16, 1962 = 100) was 133.2 at October 21 compared with 132.2 at September 16 and 126.4 at October 15, 1968.

The index for food items whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 129.2; for all other items of food it was 132.6.

The principal changes in the food group were an in crease in the price of tomatoes and a decrease in th prices of fresh fruits. **The index for foods that sho significant seasonal variations was little changed a 129.2 compared with 129.0 in September.** The index fo the food group as a whole was 131.8 compared wit 131.3 in September.

There were increases in the average levels of rents o unfurnished houses, of rates and water charges in Scot land, and of charges for repairs and maintenance. Th index for the housing group as a whole advanced les than 1.5 per cent to 149.5 compared with 147.6 in Sep tember.

As a result of increases, largely seasonal, in the averag prices of household coal and coke, the index for th fuel and light group rose by less than 4.5 per cent t 141.3, compared with 135.4 in September.

There were rises in the average levels of prices of mos items in the durable household goods group, and th index rose by less than 1.5 per cent to 120.6 compare with 119.0 in September.

The principal change in the services group was an in crease in the average level of charges for admission t cinemas; the index for the services group as a whol rose by 1 per cent to 144.8 compared with 143.3 ir September. There was a rise of more than .5 per cen in the average level of prices in the group "meals bough and consumed outside the home," and the index ros to 138.1 compared with 137.2 in September.

Unemployment insurance report for October

Claimants for unemployment insurance benefit numbered 280,000 on October 31, 1969, an increase of 8 per cent over the 260,000 recorded at the end of September. Compared with October 31, 1968, the current claimant total increased by six per cent. The month-to-month increase occurred mainly among males (80 per cent), however, the year-over-year increase was shared equally among males and females. Males comprised 60 per cent of the current claimant total, unchanged from last year. In September the proportion of males was 58 per cent.

Approximately 126,000 of the 280,000 claimants came on claim during the month—i.e. they were in the 1 to 4 weeks-on-claim category. One half of the men and one third of the women were in this category.

A total of 124,000 claims for unemployment insurance benefit were filed during October. This was approximately 34,000 or 37 per cent above the September total of 90,000, and 7,000 more than the October 1968 total of 117,000.

The average weekly estimate of beneficiaries was 174,000 during October, 166,000 in September and 156,000 in October 1968. Benefit payments amounted to $25.5 million in October versus $24.0 million in September and $20.8 million in October 1968. The average weekly benefit payments for these three dates were $32.52, $32.22 and $26.82 respectively.

All provinces with the exception of Ontario, where there was a slight decline, shared in the September-to-October increase in the claimant count. The largest percentage increase occurred in British Columbia (32 per cent). Quebec, where the claimant count was 4 per cent higher, was the only province to report a lower increase than the national rate of 8 per cent.

Compared with one year ago the greatest variation was shown in Saskatchewan—an increase of over 40 per cent (males increased by almost 60 per cent). Prince Edward Island (where the numbers involved were small), the Prairies (excluding Saskatchewan) and British Columbia, reported lower claimant totals this year. Elsewhere increases ranged from five to nine per cent.

The volume of claims filed in October was higher than in September in all provinces. Quebec and Ontario, where the bulk of the claims are concentrated, had the lowest percentage increases—28 and 20 per cent respectively. The highest percentage increase occurred in Saskatchewan (102 per cent).

Summary Table

Activity	Oct. 1969	Sept. 1969	Oct. 1968	Cumulative Data: Jan. to Oct. 1969	Cumulative Data: 12 months ending Oct. 1969
	(in thousands)				
Insured population at end of month	—	5,282	5,346	—	—
Initial and renewal claims filed:					
Total	124	90	117	1,389	1,836
Initial	89	64	80	1,054	1,392
Renewal	35	26	37	335	444
Claimants currently reporting to local offices	280	260	265	404*	406*
Beneficiaries (weekly average)	174	166	156	330*	310*
Weeks compensated	785	745	777	13,928	15,733
Benefit paid	25,527	24,008	20,843	438,376	489,799
Average weekly benefit	$32.52	$32.22	$26.82	$31.47	$31.13

* Monthly average.

Labour legislation in 1968-69

Part 5: Workmen's compensation

Nine of the provincial Workmen's Compensation Acts were amended in 1968-69. The Alberta amendments were recommended by a special committee of the Legislature appointed in 1968 to inquire into the Act and its administration. The committee is appointed at four-year intervals.

Apart from increases in benefits, one of the most significant developments during the year was that Québec became the second province, after British Columbia, to tie compensation benefits to the cost of living. Beginning on January 1, 1970, death and disability benefits will be adjusted yearly in accordance with the increase in the Pension Index established under the Québec Pension Plan. The Pension Index is tied to the Consumer Price Index, and it is raised at the beginning of each year by the average monthly rise in the cost of living over a 12-month period ending June 30 of the previous year, subject to a maximum increase of 2 per cent. If the increase is less than 1 per cent, the Pension Index is not changed.

A further important change occurred when the Nova Scotia Workmen's Compensation Board, rather than an employers' accident prevention association, was made responsible for accident prevention activities under the Act.

Earnings ceiling

The maximum earnings on which compensation is base were increased in four provinces—Alberta, Newfoundlan New Brunswick and Prince Edward Island. The ne ceiling is $6,600 in Alberta and $6,000 in the other thre provinces—increased from $5,600 in Alberta, $5,500 i New Brunswick and $5,000 in Newfoundland and Princ Edward Island. The ceiling on earnings is now $6,00 in five provinces, $6,600 in four, and $7,000 in one Ontario.

Waiting period

In Québec, the waiting period was reduced from three days to one day, with the result that seven provinces now have a one-day waiting period.

Minimum payment for total disability

In Alberta and Ontario, a minimum pension of $175 a month was established for workers who become permanently and totally disabled as a result of an industrial accident. The new minimum payment—increased from $35 a week or earnings, if less, in Alberta, and from $150 a month or earnings, if less, subject to a minimum of $100 on earnings, in Ontario—was made applicable to pensions already being paid as well as to those payable in the future.

Workmen with permanent partial disabilities are entitled to a proportionate amount of the minimum pension of $175, depending on the percentage of disability assessed. The Alberta Act stipulated that, to be classified as a permanent partial disability, a disability must be assessed at more than 15 per cent of total disability.

By making the minimum now payable applicable to past accidents, the Alberta Legislature provided for the upgrading of permanent disability pensions for the first time since the Act was passed in 1918. Costs of the increased pensions for past accidents are to be paid from the general revenue fund of the Province.

he minimum compensation for temporary total disbility was increased to $30 a week in New Brunswick, $35 in Manitoba, and to $40 in Alberta and Ontario—an increase of $5 in Alberta and New Brunswick, nd of $10 in Manitoba and Ontario. In these provinces, workman must be paid his actual average earnings s minimum compensation if they are less than the ated minimum payment.

n British Columbia, as a result of the rise in the Consumer Price Index in 1968, the minimum weekly payment for temporary total disability was increased beginning January 1, 1969, by 4.04 per cent to $33.78 or verage earnings if less. The minimum weekly payment n 1968 was $32.47.

Recurrence of disability

Three of the amending Acts dealt with the benefits payable in case of a recurrence of disability from a compensable accident.

In Québec, a workman disabled as a result of an aggravation of an injury that occurred more than a year earlier (previously, more than three years earlier) may be paid compensation based on his current earnings, rather than on his earnings at the time of the accident.

Similarly, in Prince Edward Island, where a claim is re-opened for weekly compensation after a period of at least two years from the date of the accident, **the Board may, at its discretion, pay benefits based on the workman's current average earnings, and on the scale in effect at the time of the re-opening of the claim.**

In Alberta, a provision covering benefits payable in case of the recurrence of a permanent partial disability was amended to apply to the recurrence of any permanent disability, whether total or partial.

Dependants' allowances

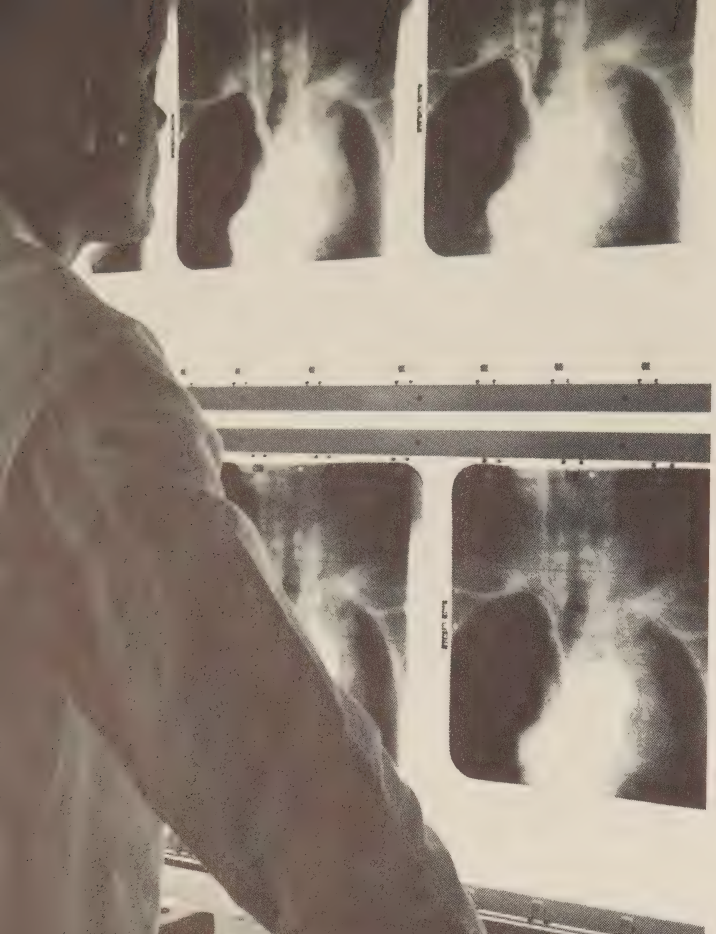
In British Columbia, dependants' allowances were increased by 4.04 per cent, effective January 1, 1969, as a result of the cost of living provision in the Act. In Québec, as previously indicated, both death benefits and disability benefits were tied to the cost of living beginning on January 1, 1970. The Legislatures of a number of other provinces increased burial allowances and the benefits of dependent widows and children.

The maximum funeral allowance in New Brunswick was raised from $300 to $500, and the Board was empowered to pay necessary expenses for transporting a workman's body for burial. Formerly, such expenses were subject to a limit of $125. Pensions for widows were increased from $75 to $100 a month.

In Alberta, the Board may now pay burial or cremation expenses of up to $350, instead of $250, and burial plot costs of up to $100, instead of $50. A widow is to receive $110 a month, instead of $85, and a lump-sum payment of $300, instead of $200. A dependent child is entitled to a monthly payment of $50, instead of $45, to the age of 16, and to an allowance of $55 a month (to be paid at the Board's discretion) if he continues to attend school up to the age of 21. An allowance of $55 a month is paid to an invalid child, regardless of age. The Board may make an additional payment of up to $50 a month, formerly $35, to an invalid child, and to any child under 21 who is an orphan. As before, an additional sum may be paid, at the discretion of the Board, to a dependent widow or to a child because of illness, but the former limits—$15 and $10 a month—have been removed. The remarriage allowance for a widow has been raised from $1,020 to $1,320 (one year's payments).

In Manitoba, dependants' allowances for children between the ages of 10 and 16 are now larger than those for children under 10.

The new benefits (former payments in brackets) are as follows: lump sum to widow, $500 ($300); widow's monthly pension, $120 ($100); monthly allowance to child under 10, $45 ($35); allowance to child 10 to 16 years of age, $50 ($35); allowance to orphan under 10 years of age, $55 ($45); allowance to orphan 10 to 16 years of age, $60 ($45); allowance to child over 16 attending school, $60 ($50); allowance to orphan over 16 attending school, $70 ($50); allowance to wholly dependent mother, $120 ($100). The education allowance is paid at the discretion of the Board until the child receives his first university degree or completes a course in technical training. In all cases, the increases in dependants' allowances were made applicable to existing as well as future pensions.



The Nova Scotia Board was authorized to continue compensation payments to the age of 21, or to the end of the school year in which a child reaches the age of 21, for a child who is continuing his education. Compensation is payable to all dependent children to the age of 18, whether or not they attend school.

In Newfoundland, the maximum compensation payable to dependants on the death of a workman, exclusive of the lump-sum payment and burial expenses, was increased from $312.50 a month to $375, which is 75 per cent of the annual ceiling on earnings.

As a result of the 4.04 per cent increase that went into effect in British Columbia on January 1, 1969, the monthly pension for a widow was increased to $129.51. The monthly allowances for dependent children were raised to $45.05 for those under 16; $50.68 for those betwe 16 and 18 attending school; and $56.31 for those b tween 18 and 21 attending school. For orphan childre monthly payments were increased to $50.68 for tho under 16, and $61.95 for those between 16 and attending school.

Medical aid

Chiropractic treatment was specifically included as pa of the medical aid to which injured workmen are entitle in Prince Edward Island and Saskatchewan.

A provision inserted in the Alberta Act requires th Board to comply with a written request by the employe of a workman who claims compensation to have th workman examined by a medical doctor selected an paid by the employer. The Act stipulates that the medi cal practitioner may not be an employee of the employ er. The examining doctor must report to the Board "an to no other person." In addition, the Board is required on the written request of the employer of an injure workman, to provide him with a report of the progres of the workman under treatment.

Under the procedure laid down in the Act for dealing with a contested medical decision of the Board, employ ers were granted also the right to request a medica review of a workman's case. The Act previously provid ed for such a review only at the request of the workman **The Board was authorized to pay an allowance for the replacement or repair of clothing worn or damaged by an artificial member. The allowance may not be more than $100 a year in the case of a lower limb prosthesis and $50 in the case of an upper limb prosthesis.**

The amount of subsistence allowance paid in Alberta to a workman who is undergoing medical treatment ordered by the Board at a place other than that at which he resides was fixed at $8 a day during the period of treatment. Previously, a per diem allowance of $8 was paid for the first seven days of treatment, and lesser amounts thereafter.

n amendment to the Ontario Act gave statutory pro-ction to persons making medical reports to the Board. uch reports were declared to be privileged information r the use of the Board only, and not admissible as vidence in any court proceeding, unless it was proved at a report was made maliciously.

ompulsory medical examinations

rovision was made in Alberta for compulsory medical xaminations, including chest X rays, as a condition of mployment for workers in industries in which there is xposure to silica dust. The Board was given authority o require an employer in any such industry to have is workmen examined within one month of entering mployment, and periodically thereafter, as directed. xaminations are to be conducted by a doctor selected nd paid by the employer.

overage

n New Brunswick, the coverage of the Act was extended o persons assisting a peace officer in making an arrest r in preserving the peace. Such persons are to be leemed employees of the Crown in right of New Brunsvick, and their average earnings for purposes of compensation are deemed to be the same as their average arnings in their regular employment.

The fishing industry (specifically fishermen working on oats of 40 feet or more in length, where there are at east three crew members, including the captain) was rought under the New Brunswick Act beginning on anuary 1, 1970. Previously, fishing operations were xcluded from the Act unless at least 50 workmen were mployed.

In Nova Scotia, the fishing, sealing and dredging indus-ries will be transferred from Part III of the Act (indi-vidual liability and compulsory insurance) to Part I (collective liability) beginning on January 1, 1971. The date of transfer previously provided for was January 1, 1970. Taverns and lounges were brought under the Nova Scotia Act.

In Québec, in accordance with the plan announced in 1967 for the inclusion of six lists of undertakings on October 1 of each year from 1967-72 inclusive, a further group of undertakings came under the Act, effective October 1, 1969. These included: the manufacture of plaster articles; renting or operation of vending or automatic machines; buying or selling of animals, livery stables, animal farms, animal hospitals, fish hatcheries, chick hatcheries, and egg grading (other than farming); taxidermy; clothing rental and valet service; photography; funeral undertaking, operation of cemeteries and crematoria; filtration plants; broadcasting, television, telephone exchange agencies, and other similar enterprises (not included in Schedule 2); landscaping, nurseries, reforestation, tree grafting (other than farming); spraying enterprises; renting, maintenance and operation of houses, offices or other buildings; disinfection, cleaning and maintenance work (other than domestic service); operation of heating or steam distribution plants; sweeping or cleaning of chimneys or boilers; medical clinics or laboratories; nursing homes and convalescent homes.

Janitorial services as a business, not including caretaking, were brought under the Alberta Act on a compulsory basis, as of January 1, 1970.

The coverage of the Prince Edward Island Act has been extended to include hospital workers.

An amendment was made to the Newfoundland Act concerning the voluntary coverage of crew members of category B fishing vessels (10 tons or more gross tonnage) who are paid on a share basis. The Act now states that crew members, including the master, may be covered upon the joint application of a majority of the crew and the person deemed to be the employer. Previously, the consent of all the crew was required. Deep-sea fishermen employed on category A vessels (70 tons or more gross tonnage) are automatically covered by the Act.

The Québec Workmen's Compensation Commission has extended coverage to deep-sea fishing enterprises, and also coastal fishing with multi-purpose boats.

Training of injured workmen

The total yearly amount that may be expended by the Newfoundland Board for academic or vocational training for injured workmen was increased from $25,000 to $75,000.

Merit rating

The Prince Edward Island Board was empowered to adopt a merit and demerit rating system in assessing employers for their yearly contributions to the accident fund. This enables the Board to take into account the accident prevention record of the individual employer.

Accident prevention

In a significant change that became effective on July 1, 1969, the Nova Scotia Workmen's Compensation Board assumed direct responsibility for accident prevention. The Nova Scotia Accident Prevention Association, an employers' association that has been responsible, since the enactment of the Act, for safety education and promotion in industries under the Act, was disbanded. An industrial accident prevention division of the Board is to carry on the Board's accident prevention functions, with the assistance of an eight-member executive committee consisting of four representatives of employers assessed under the Act, two representatives of employees, the Director of Industrial Safety of the Department of Labour, and a representative of the Board. Among its duties, the committee is to develop safety education and safety promotion programs, to carry out investigations, and to make recommendations regarding safety regulations.

The New Brunswick Board was authorized, subject to the approval of the Lieutenant-Governor in Council, to make an annual grant of up to $75,000 for industrial safety inspection under the Industrial Safety Act and the Logging Camps Act.

The Alberta Act was amended in consequence of a court decision (L. G., April 1969, p. 238) to give express authority to an accident prevention officer of the Board to issue orders requiring employers to install safety devices and appliances. Under the previous wording of the Act, the Board was empowered to collect part of the costs of compensation from an employer when it was found that an accident was due "entirely or mainly to the failure of the employer to comply with the directions of the Board or with the regulations made under this Act." The court held that a safety supervisor's order was not a direction of the Board or a regulation.

Reporting of accidents

In Manitoba, an employer is required to notify the Board of any accident to a workman within three days after he learns of it, instead of within three days after its occurrence.

Penalty for failure to make returns

An amendment to the Manitoba Act provided that, where an accident occurs while an employer is in default of making the required returns to the Board, he is liable to pay one half of the compensation costs, subject to a minimum payment of $50. Previously, the employer was liable under this provision only up to a maximum of $500. This maximum was removed.

New safety associations

In Ontario, two new safety associations, the Farm Safety Council of Ontario and the Hospital Accident Prevention Association of Ontario, were added to the seven employers' organizations already functioning under Sec. 117 of the Act. The primary function of all the safety associations is safety education.

The Farm Safety Council of Ontario, representing employers in the farming industry, applied to the Board for recognition as a safety association under the Act. The Council is now under the joint sponsorship of the Department of Agriculture and the Workmen's Compensation Board, and a grant from the Board enabled it to appoint a farm safety co-ordinator. A study conducted in 1967 showed an urgent need for safety education programs in hospitals.

New regulations

The Alberta, Newfoundland and Saskatchewan Boards, as the agencies directly responsible for accident prevention in the provinces, issued comprehensive general accident prevention regulations applicable to all industries within the scope of the Workmen's Compensation Act (with the exception of the mining industry in Newfoundland and Saskatchewan). The Manitoba Board is responsible for the administration of the Employment Safety Act, which applies to all workers in the Province except those employed in agriculture, domestic service



and mining. New Employment Safety Regulations were issued under the Act in March 1969. In all four cases, the regulations are an extension and an up-to-date replacement of earlier safety regulations, and are intended to safeguard workers against the hazards of modern industry.

Time limit for making claims

The Alberta Act was amended to provide that, where a workman dies after making a claim to the Board, **a claim by his dependant for compensation must be made within three years of the workman's death. Previously, there was no time limit for making such a claim.**

Right of action

Under all the provincial Acts, a workman entitled to compensation is prohibited from suing his employer for damages at law. The Alberta Act was amended to provide that the injured workman has no right of action against a fellow workman. An injured workman is precluded from suing a fellow workman under most of the other provincial Acts.

Administrative changes

The British Columbia Board has introduced new procedures to collect employer assessments, effective January 1, 1970. Instead of levying assessments in advance on the basis of payroll estimates, **the Board will require employers to remit their workmen's compensation premiums based on actual payroll amounts at the end of each calendar quarter or, in some cases, at the end of the calendar year.** The plan represents a departure from the Board's past practice and the procedures of other Workmen's Compensation Boards across Canada.

Effective on the same date, the Board has established a penalty for non-return of reporting forms. Firms that, after receiving a reminder, fail to complete assessment returns within one month of the due date will be subject to a penalty of 10 per cent of their annual assessment, with a minimum charge of $25.

Legal decisions

The boycott of California grapes is the subject of three legal decisions reviewed this month. The Ontario High Court found that picketing on behalf of the boycott constitutes illegal secondary picketing. The B.C. Supreme Court found that a "hot goods" declaration was an unlawful inducement to breach of contract. And the Ontario Provincial Court found that orderly picketing at a shopping plaza is lawful.

Ontario High Court

A company in Toronto was importing California grapes for sale to persons who make their own wines. For two days in October 1967 the company's premises were picketed, although there was no dispute between the company and its employees. It appeared, however, that a substantial part of the wine grapes in stock had been brought from one of the California growers involved in the dispute with the United Farm Workers led by Cesar Chavez. One of the persons involved in the picketing claimed to be an administrative assistant to Chavez. The company, claiming that sales had fallen off greatly because of the picketing, applied for an interim injunction.

Mr. Justice Donohue had no doubt that the actions of the picketers in this case constituted secondary picketing within the meaning of the Ontario Court of Appeal decision in **Hersees of Woodstock Ltd. v. Goldstein et al.** (L. G. 1963, p. 815). In that case a merchant's right to trade was found to be more fundamental than any right that might exist to secondary picketing when th picketing had the effect not only of communicating o obtaining information but also of inducing a breach o contract and causing or likely to cause damage. Th picketing in the case at bar was therefore illegal.

Evidence was given that after about two days of picket ing the company had agreed that it would notify th California grape grower that all purchases were can celled. It was argued that such an agreement woul disentitle the company to injunctive relief. Mr. Justic Donohue did not agree with this.

Although the picketing had ceased, the judge held tha there was a distinct possibility that it might be resumed An interim injunction against the secondary picketing was granted to the company. **Pietro Culotta Grapes Ltd. v. Moses et al.,** decided October 25, 1967, 68 CLIC para. 14,095.

B.C. Supreme Court

The B.C. Federation of Labour issued a press release on May 12, 1969 declaring that all grapes imported from California and Arizona were "hot." This meant that trade union members would refuse to handle these grapes in any way. The secretary-treasurer of the Federation sent a letter to affiliated locals that quoted the press release and urged all affiliates to fully support the boycott by refusing to handle or purchase any grapes from California or Arizona. This letter was posted on the premises of a wholesale fruit and produce company that had a collective agreement with **Local 580, Retail, Wholesale and Department Store Union. The company's general manager was told by the shop steward that the employees of the company had been directed not to handle California and Arizona grapes. A few days later the general manager was told by the local's business agent that the employees were not going to handle the grapes. Claiming that grapes were on order that could be readily marketed but would deteriorate rapidly if not moved, the company applied to the B.C. Supreme Court for an interlocutory injunction.**

Mr. Justice MacDonald dealt with the company's argument that it was entitled to relief because the actions of the Federation and union officers had constituted an unlawful inducement for company employees to breach their contracts of service. To prove this claim, the judge said that it must be shown that these officers knew of the contracts of service and the terms of the contracts between the company and its employees; that the

fficers knowingly induced the employees to breach their ontracts; that the officers did so intending damage to he company; and that damage, in fact, resulted.

As well as being bound by their collective agreement, Mr. Justice MacDonald said, the employees served nder terms derived from the common law of master nd servant. One of these terms is the duty to obey awful directions of the employer, including the handling f grapes from California and Arizona just as other ruit and produce are handled.

Local 580 and its business agent had knowledge of the greement and its terms. Mr. Justice MacDonald in- erred that **the secretary-treasurer of the Federation of Labour knew that Local 580 had agreements with employers who handled California and Arizona grapes and, further, that employees of such businesses were under the duty to obey lawful directions of their employers. The company in the case at bar was among those employers.**

The collective agreement stated that, should a question regarding "hot goods" arise, it shall immediately be referred by the union representative to the company's industrial relations department for joint discussions and consideration. The actions of the shop steward and business agent of the local, upon receipt of the letter from the Federation secretary-treasurer, were found by Mr. Justice MacDonald to be inconsistent with this provision of the agreement.

Although refusal to handle the grapes would render employees liable to be discharged, Mr. Justice MacDonald found that the company had reason to believe that its employees would refuse; for union members to handle "hot" grapes would be only slightly less subject to reproach than to cross a picket line.

In the judge's opinion, the interference with the contractual relations between the company and its employees was bound to damage the company and must have been so intended. Damage had already resulted; in order to avoid forcing the issue while its application for an injunction was pending, the company had supplied its customers by the device of selling the grapes to another company, at a loss in profit.

The effect of leading legal decisions is that if there is sufficient justification for interference with contractual relations, there is no tort. Mr. Justice MacDonald said that the cause of the workers in the California grape industry may well be very worthy and he recognized the wide support for the grape workers in the United States and Canada. It was open to the supporters of the cause to lay the facts before people everywhere and urge them not to buy these grapes. The actions in the case at bar, however, deprived the company and its employees of any choice in whether to participate in the grape boycott. Justification for interfering with contractual relations did not exist in this situation.

There was sufficient evidence to establish that irreparable damage, within the meaning of this phrase in law, had been done. The balance of convenience being in favour of the company, Mr. Justice MacDonald concluded that the company was entitled to an interlocutory injunction restraining the secretary-treasurer of the B.C. Federation of Labour, the union and its officers from, among other things, inducing employees of the company to abstain from handling grapes imported from California and Arizona. **Slade and Steward Ltd. et al. v. Haynes et al. and Local 580, Retail, Wholesale and Department Store Union, AFL-CIO,** decided June 10, 1969, 69 CLLC, para. 14,202.

Ontario Provincial Court

Carrying a placard that urged the public not to buy California grapes, the president of a local union paraded in front of a produce store located in a shopping plaza. The owner of the property on which the plaza was located verbally ordered the picketer off the premises. When the picketer failed to comply, the owner laid a charge of trespassing on private property under the Ontario Petty Trespass Act.

Mr. Justice Ord found that the picketing had been orderly and that no person had been impeded by the picketing. Applying the decision of the Saskatchewan Court of Appeal in **Grosvenor Park Shopping Centre Ltd. v. Waloshin et al.** (L. G. 1965, p. 158), Mr. Justice Ord fund that the picketing was lawful. The charge of trespassing was dismissed. **Regina v. Peters,** decided September 30, 1969, 69 CLLC, para. 14,218.

General topics

Employment review, Dec.

Employment declined 49,000 to 7,712,000 between November and December; unemployment, at 383,000, was 29,000 more than in November; and the labour force decreased 20,000 to 8,095,000. Seasonally adjusted, the unemployment rate in December was 4.8 per cent. Compared with a year ago, the labour force increased by 155,000, or 2.0 per cent; employment increased by 145,000, or 1.9 per cent; and there were 10,000 more unemployed persons.

Employment

There was little change in employment developments in most major industry groups. In agriculture, employment declined by 34,000. In non-farm employment, decreases in manufacturing, 39,000, and construction, 28,000, more than offset increases in other industries, the largest of which occurred in trade, 24,000, transportation, communication and other utilities, 17,000, and public administration, 15,000. Regional employment decreases in the Atlantic region, Quebec and British Columbia, were normal for this time of year. There was little change in Ontario and the Prairies Provinces.

Compared with a year ago, employment in community, business and personal service showed the largest increase, 98,000. Employment in trade increased 33,000, and in finance, insurance and real estate, 27,000. Farm employment declined by 10,000.

Regionally, the largest yearly increase was recorded in British Columbia, 3.1 per cent. Ontario's was 2.6 per cent, Quebec's, 1.7 per cent, and the increase in the Atlantic region was 1.2 per cent. The Prairie region showed little change.

Unemployment

Unemployment, at 383,000, was 29,000 higher than in November, and nearly half of this increase (13,000) was in Ontario. Compared with a year ago, the number of unemployed persons was 10,000 higher for Canada as a whole.

Of the total unemployed in December, 139,000, or 3(per cent, have been unemployed for less than one month 39 per cent for one to three months, and 25 per cen for four months or more. Unemployment in Decembe represented 4.7 per cent of the labour force, the same as in December 1968. In December 1967 it was 4.6 per cent of the labour force.

Wage schedules—November

During November, the Department of Labour prepared 210 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 175 contracts in these categories were awarded. In addition, 170 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in November for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
R.C.M.P.	1	$ 705.00
Supply and Services	89	369,388.00

During November, the sum of $5,764.85 was collected from 14 contractors for wage arrears owing their employees as a result of the failure of the contractors or their subcontractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 219 workers concerned.

Unemployment insurance fund

During November 1969, 24,823 investigations were finalized across Canada. Of these, 11,258 were on-premises investigations and 2,391 were selective investigations to

erify the fulfilment of statutory conditions. The remaining 476 formal investigations and 10,698 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,094. Prosecutions were commenced in 218 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in November totalled $56,401,489.56 compared with $53,232,057.26 in October and $50,482,747.01 in November 1968. Benefits paid in November totalled $27,554,616.54 compared with $25,526,509.78 in October and $20,622,847.43 in November 1968. The balance in the Fund on November 28, 1969 was $525,416,671.58 compared with $496,569,798.56 at the end of October and $401,283,018.77 on November 29, 1968.

U.S. employment review

Unemployment declined sharply to 3.4 per cent in November from 3.9 per cent in October. The total labour force, adjusted for normal seasonal factors, declined by about 200,000, although the basic trend has been upward. **The drop in unemployment was about 460,000, to 2.8 million.**

Partly because of strikes, non-farm payroll employment rose in November by only 26,000. After making allowance for strikes, monthly payroll employment advances have averaged only 80,000 in the June-November period compared with 240,000 in the November 1968-June 1969 period.

Missing word

The word "National" is missing from the first line of the article, "Wanted: A Three-Way Continuing Relationship" (L.G., Jan., p. 14). It was there when the article was first written, but fell out somewhere along the processing line and was never recovered.

Correction

In the first paragraph of the article, "Employment Review, Oct." (L. G., Jan., p. 61), the word "unemployment" in line 7 should read "employment."

March credits

Readers of the following regular monthly features will find it interesting to note that:

Unemployment insurance report, p. 207, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 221, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 218, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 214, originates with the Legislation Branch of the Department of Labour.

Labour legislation, p. 208, was prepared by the Legislation Branch of the Department of Labour.

The costs of vocational rehabilitation, p. 200, was submitted by the Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 188, 193, 201, 203, 205, 210, 213, 226. Murray Mosher: 190. Thomas Studio (Ottawa): p. 181. Public Archives of Canada: p. 183. Murray MacGowan: 196, 229. CNR: p. 224.

Conciliation before the minister of labour

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes.

Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin).

United Grain Growers Ltd; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe).

Empire Freightways Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: A. E. Koppel).

Midland Superior Express Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron).

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officer: A. E. Koppel).

The Newfoundland Broadcasting Company Limited, (CJON Radio and CJON-CJOX-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

The Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden).

Gill Interprovincial Lines Ltd., North Burnaby, B.C., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron).

Millar and Brown Limited, Cranbrook, B.C., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; Chauffeurs, Teamsters and Helpers, Local 395, and General Teamsters, Local 181 (Conciliation Officer: D. H. Cameron).

Loiselle Transport Limited, Dawson Creek, B.C., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

Canadian Freightways Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: D. H. Cameron).

Little Chief B-Line Express Ltd., Calgary, Alta., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

Crown Assets Disposal Corporation, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae).

Canada Steamship Lines Limited (Office and Shed Staff Groups at Montreal and Lakehead) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: S. T. Payne).

Settlement by conciliation officer

Canada Steamship Lines Limited, Sault Ste. Marie, Ont., and the International Longshoremen's Association, Local 1923 (Conciliation Officer: T. B. McRae) (L. G., Nov. 1969, p. 680).

Conciliation boards appointed

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (L. G., Jan., p. 59).

Albert G. Baker Limited; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Quebec, and International Longshoremen's Association, Local 1958 (L. G., Feb., p. 142).

Canadian Helicopter Overhauls Ltd.; Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (L. G., Jan., p. 58).

AirWest Airlines Ltd., Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Feb., p. 142).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in November to deal with a dispute between CP Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local 31 (L. G., Feb., p. 142) was fully constituted in December with the appointment of Dr. Noel A. Hall of Vancouver, as chairman. Dr. Hall was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee D. E. Hewitt, Burnaby, and union nominee Peter Wilson, Vancouver.

The Board of Conciliation and Investigation established in November to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Office and Professional Employees' International Union, Local 404 (L. G., Feb., P. 142) was fully constituted

in December with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of company nominee Michael O'Brien, Toronto, and union nominee Romeo Corbeil, Montreal.

The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Dec. 1969, p. 755) was fully constituted in December with the appointment of Frank D. Allen of Winnipeg, as chairman. Mr. Allen was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert H. McKercher, Q.C., Saskatoon, and union nominee William Kennedy, Winnipeg.

Conciliation board reports received

Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Feb., p. 143) (Full text appears in Supplement No. 1, 1970).

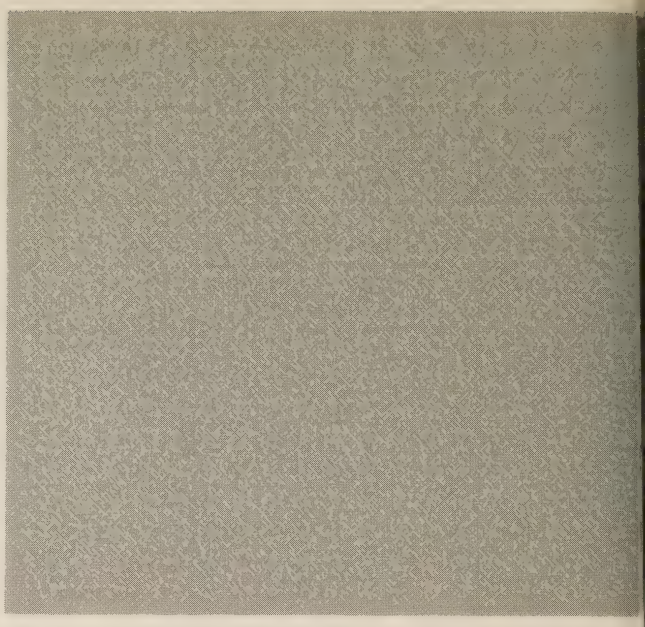
Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., Feb., p. 143) (Full text appears in Supplement No. 1, 1970).

Conciliation board not appointed

Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and the United Steelworkers of America (L. G., Feb., p. 142).

Strike terminated

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (strike terminated December 1 with the mediation assistance of A. A. Franklin) (L. G., Feb., p. 143).



The Canada Labour Relations Board met for three days during December. It granted five applications for certification, rejected one, and ordered two representation votes. It allowed the withdrawal of two applications for certification and one request for review. During the month, the Board received one request for review and twenty-two applications for certification.

Applications for certification granted

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of air hostesses employed by B.C. Air Lines Limited, Vancouver International Airport, B.C. (L. G., Jan., p. 57).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard the vessel "Victorian Marie" by J. Wilfrid Grenier, Quebec, Que. (L. G., Jan., p. 57).

The Canadian Union of Public Employees, on behalf of a unit of drivers employed by Transol Inc., Quebec, Que., in the performance of contracts with the Canada Post Office Department for the pick-up, transport and delivery of mail (L.G., Jan., p. 58).

The Public Service Alliance of Canada, on behalf of a unit of employees of the St. Lawrence Seaway Authority employed in its Engineering Branch at Montreal, Que. (L.G., Feb., p. 145).

Certification before the CLRB

The Public Service Alliance of Canada, on behalf of a unit of operators employed by Defence Construction (1951) Limited at Nanaimo, B.C. (L. G., Feb., p. 145).

Application for certification rejected

Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, Swift Canadian Co. Limited, Toronto, Ont., respondent (feed mill, Weston, Ont.), and Bartley Bida, et al., interveners (L. G., Feb., p. 144). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Representation votes ordered

National Association of Broadcast Employees and Technicians, applicant, Baton Broadcasting Limited (CFTO-TV), Toronto, Ont., respondent, and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, intervener (L. G., Dec. 1969, p. 757). The names of both unions will appear on the ballot. (Returning Officer: K. Hulse).

The Public Service Alliance of Canada, applicant, Defence Construction (1951) Limited, Ottawa, Ont., respondent (employees at Courcelette, Que.), Adélard Thiboutot, intervener, and R. Allison, L. Asselin, et al., interveners (L. G., Feb., p. 145). The name of the applicant union only will appear on the ballot. (Returning Officer: R. E. Bouchard).

Applications for certification withdrawn

United Steelworkers of America, applicant, and Valleyfield Dock and Terminal Co. Ltd., Valleyfield, Que., respondent (L. G., Nov. 1969, p. 683).

Directors Guild of America, Inc., applicant, and Western Ontario Broadcasting Company, Ltd., Windsor, Ont., respondent (L. G., Jan., p. 58).

Requests for review

Under Section 61 (2) of Act the Board permitted the withdrawal of a request for review made by Le Syndicat National des Debardeurs de la Baie des Ha! Ha! Inc., applicant, and Saguenay Terminals Limited, Port Alfred, Que., respondent (L. G., Feb., p. 145).

The Board received a request for review of an earlier decision from the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees in respect of mobile operators and supervisors employed by Canadian Pacific Railway Company, Montreal, Que. (L. G., Jan., p. 57).

Applications for certification received

International Union of Operating Engineers, Local 115, on behalf of a unit of loaders employed aboard the barge "RivTow Norseman" by RivTow Marine Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by False Creek Towing Co. Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Ceres Stevedoring Co. Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, applicant, on behalf of a unit of office clerks and timekeepers claimed to be employed at the Port of Montreal by McLean Kennedy Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Brown & Ryan Limited, Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Eastern Canada Stevedoring Division of Warnock Hersey International Limited, Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Wolfe Stevedores (1968) Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by International Terminal Operators, Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Reliance Marine Terminals Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1657, on behalf of a unit of office clerks and timekeepers employed at the Port of Montreal by Federal Commerce and Navigation Co. Ltd., Montreal, Que. (Investigating Officer: S. T. Payne).

Public Service Alliance of Canada, on behalf of a unit of employees of Cape Breton Development Corporation, Sydney, N.S. (Investigating Officer: C. A. Ogden).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Island Shipping Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Trans-Lake Shipping Ltd., Toronto, Ont. (Investigating Officer: H. A. Fisher).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Upper Lakes Shipping Ltd., Toronto, Ont. (Investigating Officer: H. A. Fisher).

West Canadian Air Navigators Association, on behalf of a unit of flight navigators employed by Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (Investigating Officer: D. H. Cameron).

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of highway drivers transporting mail, employed by Neil Penner Highway Service, Morden, Man. (Investigating Officer: A. E. Koppel).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed at St. Catharines, Ont., by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: K. Hulse).

International Brotherhood of Electrical Workers, Local Union 435, on behalf of a unit of employees of Metro Videon Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

Canadian Merchant Service Guild, on behalf of a unit of masters and mates employed by Falt Towing Ltd., Cowichan Bay, B.C. (Investigating Officer: D. H. Cameron).

Letter Carriers' Union of Canada, on behalf of a unit of mail contract employees of Jessiman Bros. Cartage Ltd., St. James, Man. (Investigating Officer: A. E. Koppel).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Chemical Leaman Tank Lines Inc., Niagara Falls, Ont. (Investigating Officer: K. Hulse).

International Brotherhood of Electrical Workers, Local Union 424, on behalf of a unit of employees of Plains-Western Gas & Electric Co. Ltd., Yellowknife, N.W.T. (Investigating Officer: A. A. Franklin).

Decisions of the Umpire

CUB 2836. The claimant filed an initial application for benefit effective May 5. She stated that she had worked as a switchboard operator and bookkeeper from October 1955 to April 30, 1968. Her employment terminated when the telephone system was converted to dial. The claim was allowed. The claimant filed a renewal application for benefit on September 13 and gave the same information as above.

On September 13 also, the claimant filed an application to have her claim antedated to May 5, stating that she was in a position to establish that she had fulfilled all the conditions of entitlement for each and every day between May 5 and September 13. She said that after she had filed her initial claim, she received the first application for benefit which she immediately returned in the mail to the UIC office. But she said that she did not ever receive anything from the Commission after returning the application.

The unemployment insurance office commented that the claimant's initial application for benefit was received on May 14, 1968, and their records showed that report forms were mailed to her on May 15. The claimant's file was subsequently retired to the dormant file because she had failed to return the forms to the unemployment insurance office. The insurance officer noted that no evidence had been presented to show that the claimant did not receive the report forms or that they had been returned to the unemployment insurance office by the post office. The insurance officer also considered that "her delay of four months in taking the matter up with the Commission was undue."

On September 20, 1968, the insurance officer notified the claimant that she was not entitled to have her claim for benefit antedated to May 5, 1968, as she had not established good cause for delay in making her claim. In her appeal to the board of referees dated September 27, the claimant said: "... The delay in reporting my loss of benefit to you was simply that I definitely did not receive a punched card in the mail, as you claim was mailed out to me. As weeks went by, and I heard nothing from you, I concluded that you must have some good reason for withholding my insurance ... I have also been unemployed all this time, and have needed the money very badly. In speaking with my cousin, recently, the subject was brought up, and when I explained to him how I had never received any benefit, he decided the matter should be immediately investigated to ascertain the reason for non-payment of insurance on my behalf..."

The board of referees heard the case on November 7. By unanimous decision, the board allowed the appeal. The board accepted the statement that this initial report form was not received by her, and said that there was a possibility that it went astray in the mail. The claimant would appear to be a woman of integrity and would not deliberately give misinformation in order to obtain benefit, the board said.

On November 25, the insurance officer appealed to the Umpire. The appeal reads in part: "Whether or not the claimant received the report form that was mailed on May 15, is not relevant at this time as the claimant unduly delayed in following up the matter. Furthermore, the delay of 17 weeks is clearly in excess of the thirteen-week period specifically provided in a Commission regulation."

The umpire said, **"The insurance officer has shown to my satisfaction that the claimant's weekly report forms were in fact mailed to her and there is a presumption in law that these would reach her in due course of the mails.** The claimant has produced no evidence to overcome this presumption. I further agree with the insurance officer's submission that the claimant did not show good cause for the seventeen-week delay in following up her claim." He allowed the insurance officer's appeal.

Railway arbitration

Eight cases were dealt with by the Canadian Railway Office of Arbitration in Montreal on November 12, 1969. Grievances in seven cases were dismissed and the decision in Case No. 189 is not yet available.

Case No. 183. An ex parte dispute between the CNR Hotel Department and the Canadian Brotherhood of Railway, Transport and General Workers over payment of employee benefit plans.

The union asked that the company assume monthly premium costs for basic benefits under the Employee Benefit Plan Supplemental Agreement. The company claimed that the grievance was not valid and not arbitrable and declined the request. The company claimed also that the proper grievance procedure was not complied with, but the arbitrator found that the case was properly before him.

The arbitrator said that the company had, in some cases, taken on payment of the whole cost of certain welfare benefits during contract negotiations. But the rights of the grievors in this case were determined by their own present collective agreement. "That agreement provides for equal sharing of the costs of benefits," the arbitrator said.

The agreement does allow for changes in benefit costs, but it doesn't allow for changes in the manner of sharing these costs. The arbitrator decided that the company did not violate the agreement when it continued to deduct one half of premiums from the participating employees. He dismissed the grievance.

Case No. 184. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over employees allowed to displace.

Two men were displaced from their regularly assigned positions and elected to displace two warehousemen. They were allowed to displace on positions in the classification, having the assigned hours of duty and rest days of their choice, but were not allowed to displace on the specific positions occupied by the two warehousemen.

The arbitrator said that the only issue in the case "is as to the right of the grievor to select the particular individual to be displaced." The agreement does allow an employee to displace a junior employee, but the agreement "does not give him an unfettered choice." He concluded that the company acted reasonably in allowing one of the men to displace a warehouseman and offering to accommodate the other in an area and under conditions of his choice. In doing so, the company respected the seniority rights of the grievor and of the man he elected to replace. The arbitrator dismissed the grievance.



Case No. 185. Dispute between the CNR and the United Transportation Union over claims by a yard foreman and crew for an extra day's pay.

The yard foreman and his helpers were on duty when a freight with 153 cars arrived. The train was too long to be yarded on one track, and to avoid excessive delay to automobile traffic in the city, the company asked the yard crew to help the road crew. The yard crew asked for an extra day's pay for helping yard the train. During the operation, the road crew moved the head end of the train and the yard crew moved the rear portion of the train onto designated tracks.

The arbitrator found that no article in the agreement prevents trainmen from performing certain switching operations. The yard crew had said that the company violated the agreement by allowing this to happen. But the arbitrator said that although the work might have been performed by the train crew, it was also work to which the yardmen could be assigned, and their performance of the work did not entitle them to extra pay. He dismissed the grievance.



Case No. 186. Dispute between the CNR and the United Transportation Union over eleven time claims submitted by yardmen.

The yard assignments in which the eleven claimants were filling temporary vacancies were cancelled by the company and each of the eleven submitted a claim for that day, for eight hours pay at the pro rata rate, under the guarantee provisions of the collective agreement. The company refused to pay. The assignments were cancelled on a day that was a holiday, but it was not a general holiday under the collective agreement, and the workweek guarantee remained at five days. The issue was whether the guarantee applied to the yardmen.

The arbitrator found that the men were working temporary vacancies on permanent assignments. They had applied successfully, on bulletined jobs, to relieve regularly assigned yardmen. But in looking at the agreement, the arbitrator found that the guarantee appeared to be a feature of the permanent assignment, and where the employee opts for a temporary assignment, he runs the hazard of its cancellation. He concluded that since the men were on temporary assignments, they were not entitled to the guarantee when the assignments were cancelled. He dismissed the grievance.

Case No. 187. Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over discipline assessed to a tractor trailer driver.

The driver reported for duty at 8 a.m., was dispatched and left at 8.10. At 10.20 he advised his dispatcher that the truck had broken down, and the company tow truck was dispatched to return the unit to the garage. Later in the day, he was assessed 30 demerit marks and dismissed as he had more than 60 demerit marks.

The driver said that his truck actually broke down at 8.20. He did not advise the company until 10.20 because the truck broke down on an incline, and it was necessary for him to remain in the cab to maintain pressure on his brakes. The company was suspicious of the events because the truck broke down on the street where the driver lived. The grievor denied that he stopped at his home and spent some time there before proceeding to his destination.

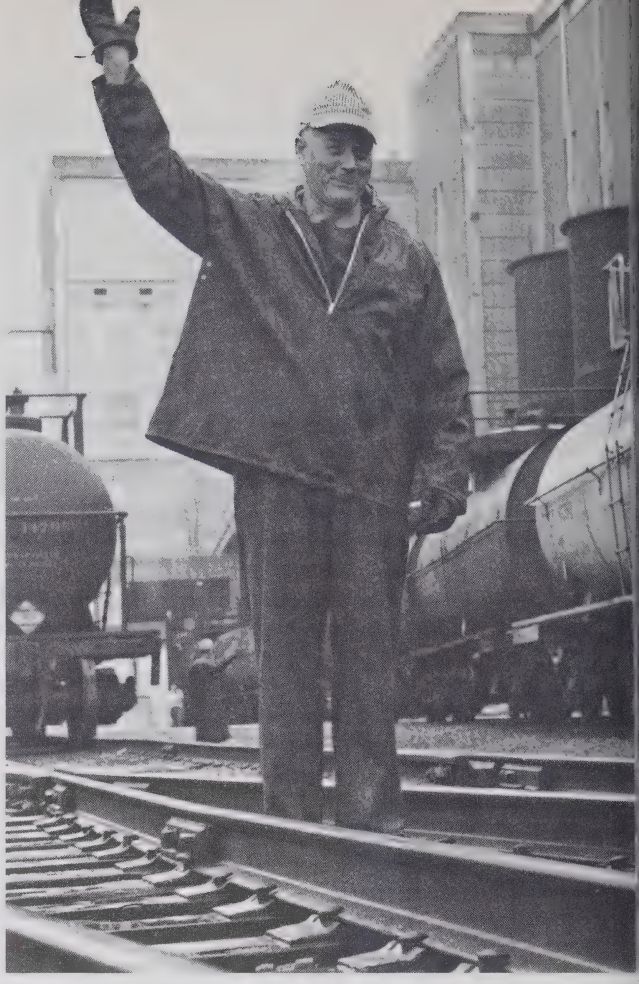
The arbitrator went over the route taken by the driver and found that he did not go out of his way. He therefore said that 10 of the demerit marks should be struck from his record. The other 20 demerit marks were assessed for "loitering on duty." This charge was based on the length of time taken between the breakdown and the reporting of the incident. In the arbitrator's view, the driver did not give a satisfactory reason for the lapse of two hours. So, the 20 marks remained. With the addition of 20 demerit marks on the driver's record, the total demerits then totalled 60, and he was subject to discharge. The arbitrator dismissed the grievance.

Case No. 188. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over claims by a steward and other employees who operated on dinette cars.

To meet the demand for additional dining facilities, a dinette car was added to certain trains out of Toronto. As these operations were on an "as required" basis, the positions were filled from the spare board. The union claimed that on the days when one train operated late, rest hours should not have been deducted. The company said that, as the operation was special, the employees were properly compensated under an article of the agreement that includes a provision for the deduction of rest.

The arbitrator found that when the train arrived on time at 5.50 p.m., no deduction for rest was made, and even when the train arrived as late as midnight, no deduction was made. But when the train arrived after midnight, a deduction of up to six hours was made for rest. The agreement says that employees on a special movement not covered by an Operation of Run Statement "shall be paid from the time required to report for duty until released from duty, with deductions made for rest periods" in accordance with another article of the agreement. This article says that deductions for rest period for meal service employees will be "a maximum of eight hours per night between 2200 hours and 0600 hours."

The arbitrator said that the company did comply with the agreement. He said that the provisions of the agreement do envisage a difference in treatment between regular employees and employees on special movements. He dismissed the grievance.



Case No. 190. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over claims for payment by a porter.

Because of bad weather, the company suspended two line sleepers on two trains out of Vancouver. The porter assigned to this operation on that day was told his guarantee was protected. The union claimed that the porter should be paid for the hours he would have worked had his assignment operated. The company declined payment.

The arbitrator said that three articles of the collective agreement quoted by the union did not apply in this case. The position was not abolished and there was no "reduction in staff." But a fourth article did apply. This article would have allowed the porter to exercise his seniority if he had wanted to do so. But the company said that the porter made no request to exercise his seniority. The porter did lose money but his guarantee was protected. Therefore, the arbitrator said that there was no violation of the collective agreement and he dismissed the grievance.

Publications in the library

List No. 252

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Annual reports

■ **No. 1—British Columbia. Workmen's Compensation Board.** Report, 1968. Victoria, Queen's Printer, 1969. 1v. (unpaged). Supplement. 20 p.

■ **No. 2—Manitoba. Labour Management Review Committee.** Annual report, 1968. [Winnipeg, 1969]. 27 p.

■ **No. 3—Ontario. Workmen's Compensation Board.** Annual report, 1968. Toronto, 1969. 120 p. Report year ends December 31.

Bilingualism

■ **No. 4—McRae, Kenneth Douglas,** ed. The Federal capital; government institutions. [Ottawa, Queen's Printer, 1969]. xvii, 270 p. A study of language patterns, socio-economic structure, residential patterns, and bilingualism in the National Capital Region.

Business

■ **No. 5—National Industrial Conference Board.** Appraising foreign licensing performance, by Enid Baird Lovell. New York, 1969. 106 p. " . . . Provides current data on the foreign licensing operations of 191 United States companies and tells how these companies appraise the profitability and effectiveness of those operations."

■ **No. 6—National Industrial Conference Board.** Mergers and markets: 7; an economic analysis of developments in 1967-1968 under the Merger act of 1950, by Betty Bock. New York, 1969. 163 p. Seventh in a series.

Economic conditions

■ **No. 7—National Industrial Conference Board.** The urban dilemma: seven steps toward resolution; presentations made to the Public Affairs Research Council, September 17, 1968, New Orleans, Louisana. New York, 1969. 60 p. Describes how some companies and independent organizations are dealing with urban problems in seven American cities: Detroit, San Francisco, Chicago, Gary, Indiana, Pittsburgh, New York, and Philadelphia.

■ **No. 8–Peitchinis, Stephen Gabriel.** Equality and inequality of opportunity for economic and social development; [address] presented at a Symposium on Economic and Social Opportunity organized by the Alberta Human Resources Research Council, Edmonton, April 9-11, 1969. [Calgary, University of Calgary, Dept. of Economics, 1969]. 82 p.

Engineers

■ **No. 9–Engineers Joint Council.** The engineering profession: a new profile; a report from the National Engineers Register. [New York, 1969]. 8 p. This survey was carried out under the sponsorship of the U.S. National Science Foundation. "The text of [this] report was originally published in the March-April 1969 issue of 'Engineer' . . ."

Industrial relations

■ **No. 10–Daly, George F.** Industrial relations: comparative aspects with particular reference to Ireland. Cork, Mercier Press [1968]. 344 p.

■ **No. 11–International Institute for Labour Studies.** Bulletin 6, June 1969. [Geneva, 1969]. 237 p. Partial contents: Future worlds and present international organizations: some dilemmas. Workers' participation in management; country study series: France, Federal Republic of Germany, United States. Strategic factors in industrial relations systems; a programme of international comparative industry studies. Development of the International Educational Materials Exchange (IEME).

■ **No. 12–Wanczycki, Jan K.** Judicial review of decisions of labour relations boards in Canada. [Ottawa, Queen's Printer, 1969]. 37 p. The author prepared this study when he was Chief of the Legal Affairs Division, Legislation Branch, Canada Dept. of Labour. This study "describes the nature of labour relations boards, the authority given them by statutes, and the grounds on which the courts will review and uphold or set aside board decisions."

Labour supply

■ **No. 13–Australia. Department of Labour and National Service.** Employment in electronic data processing. [Melbourne] 1968. [76] p.

■ **No. 14–Canada. National Research Council.** Forecasting Committee. Projections of manpower resources and research funds, 1968-1972; science and engineering research in Canadian universities; a report. [Ottawa 1969]. 104 p.

Management

■ **No. 15–American Management Association.** A look at personnel through the president's eye. [New York 1965]. 16 p.

■ **No. 16–Peter, Laurence J.** The Peter principle, by Laurence J. Peter & Raymond Hull. New York, W Morrow, 1969. 179 p. The Peter Principle: "In a hierarchy every employee tends to rise to his level of incompetence." This book is about "hierarchiology, the study of hierarchies." The book "is dedicated to all those who working, playing, loving, living and dying at their Level of Incompetence, provided the data for the founding and development of the salutary science of Hierarchiology. 'They saved others: themselves they could not save.' "

Material handling

■ **No. 17–International Labour Office.** Technical and social changes in the world's ports [by] A. A. Evans. Geneva, 1969. 264 p.

■ **No. 18–U.S. Small Business Administration.** Improving material handling in small business, by Educational Committee of the Material Handling Institute, Inc. 3d ed. Washington [GPO, 1969]. 38 p.

Social security

■ **No. 19–Council of Europe.** European code of social security, Strasbourg, 16 April 1964. London, HMSO 1969. [76] p. "The United Kingdom instrument of



ratification was deposited on 12 January 1968. With the exception of Parts VI-X the Code intered into force for the United Kingdom on 13 January 1969."

■ **No. 20—International Labour Office.** The organization of medical care under social security; a study based on the experience of eight countries, by Milton I. Roemer. Geneva, 1969. 241 p.

Miscellaneous

■ **No. 21—Action Committee for the United States of Europe.** Statements and declarations of the Action Committee for the United States of Europe, 1955-67. London, Chatham House; PEP, 1969. [112] p. Members of the Committee, 1955-1968: p. 96-101. The Action Committee for the United States of Europe was established on October 13, 1955, with Jean Monnet of France as its President. Members attending its meetings do so as delegates of member organizations, not in their personal capacity. The Committee's objective is to work for a United States of Europe.

■ **No. 22— Aiken, Michael Thomas.** Economic failure, alienation, and extremism, by Michael Aiken, Louis A. Ferman, and Harry L. Sheppard. Ann Arbor, University of Michigan Press [1968]. vi, 213 p. "This is a study of the adjustment to job displacement of 314 automobile workers who were left without work when the Packard Motor Car Company closed its Detroit plant in 1956."

■ **No. 23—Australia. Department of Labour and National Service.** Computers in Australia. [Melbourne] 1968. 23 p.

■ **No. 24—Australia. Women's Bureau.** Children of working mothers, a review of recent studies. 19 p.

Union membership in Canada by industry and area, 1969

There were 2,075,000 union members in Canada at the beginning of 1969—an increase of 3.1 per cent over the 1968 figure. Membership figures are compiled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from national and international union headquarters, central labour congresses and independent local organizations. The data obtained in the 1969 survey were published in Labour Organizations in Canada, 1969, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations active in Canada; names of the principal officers, publications and the distribution of the locals are also included. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation and by type and size of union.

Another survey of individual local unions across the country, made at the beginning of each year, provides data for the accompanying tables, giving distributions of union membership by industry, by province and by Canada Manpower Centre area. In this survey, each local is asked to report the total number of its members, and the industry and location in which all or most of them are employed. Although there are cases where a local may have members employed in more than one industry, the secretary is asked to report only the one in which its membership is concentrated. In a relatively small number of cases, the industry was not reported; in addition, a number of locals indicated that their members were dispersed throughout several locations in different areas or provinces. These locals and their membership are classified separately in the tables.

Distribution by industry

Table 1 gives the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups. For the railway i dustry, which is not further subdivided in the standa classification system, subtotals are provided to show t division of membership between the operating ar non-operating sectors.

The 1969 statistics reveal a sustained increase in son industrial sectors. Union membership in trade grew, the past year, by 9,600 or 10.4 per cent; in service, t increase was 25,000 or 11.6 per cent, and in public admi istration it was 38,000 or 15.5 per cent. Since 1965, unio membership has shown an average annual increase 8 per cent in trade, almost 8 per cent in service, an 12 per cent in public administration. Over the sam period, the growth of union membership in the manu facturing sector has averaged slightly more than 2 p cent a year.

The information in Table 2 supplements that provide in Table 1. It lists, in alphabetical order, the names the international and national unions and the indepe dent local organizations that account for more than o tenth of the organized workers within each of the i dustry groups. All organizations active within any pa ticular industry group are thus not necessarily show but only those having more than 10 per cent of th union membership reported in the group.

In Table 3, union membership is shown by province and Table 4 provides a breakdown of union membe ship according to the geographic areas served by Canad Manpower Centres. These areas are based on the ge graphical classification used in the 1966 Census and i most cases respect the boundaries of Census subdiv sions; in a few cases they follow the boundaries of Censu

numeration areas. The statistics in Table 4 are therefore ot comparable, in all cases, with figures published in arlier years by labour market area.

t the beginning of 1969, there were 9,300 union locals n Canada with a total membership of more than two illion. Survey returns were received from a large pro-ortion of these locals; the number that did not reply o the survey is shown in Tables 1 and 3. An adjustment ntry in these tables indicates the difference between the otal membership based on the union headquarters urvey and the membership reported by the responding ocal unions.

The information for this analysis of union membership vas obtained by the Labour Organizations Division, Economics and Research Branch, Canada Department of Labour, from local union secretaries. Their co-operation is gratefully acknowledged.

Table 1—Union Membership by Industry*

	Locals	Member-ship
AGRICULTURE	12	721
FORESTRY†	37	42,592
FISHING AND TRAPPING	17	3,205
MINES	179	53,223
Metals	99	37,560
Mineral fuels	28	8,132
Non-metal	33	6,446
Quarries	15	755
Incidental services	4	330
MANUFACTURING	2,792	765,049
Food	334	74,407
Beverages	91	13,287
Tobacco products	18	6,119
Rubber	44	14,558
Leather	66	13,212
Textiles	147	33,259
Knitting Mills	26	3,098
Clothing	111	50,087
Wood	115	39,141
Furniture and fixtures	65	13,055
Paper	347	77,255
Printing and publishing	178	30,910
Primary metals	149	75,929
Metal fabricating	265	43,824
Machinery	121	31,214
Transportation equipment	170	121,269
Electrical products	168	62,753
Non-metallic mineral products	144	23,836
Petroleum and coal products	22	3,731
Chemical products	136	22,210
Miscellaneous manufacturing	75	11,895
CONSTRUCTION	526	220,630
TRANSPORTATION AND UTILITIES	2,232	362,828
Air transport and incidental services	100	14,484
Water transport and incidental services	143	35,624
Railway transport	969	114,085
Running trades	—	29,375
Non-operating employees	—	84,710
Truck transport	60	39,453
Buses and streetcars	55	21,767
Other transport	16	1,308
Storage	31	4,285
Communication	741	82,389
Power, gas and water	117	49,433
TRADE	221	92,336
FINANCE	11	1,716
SERVICE INDUSTRIES	886	213,102
Education	299	34,432
Health and welfare	351	114,074
Religious services	1	22
Recreational service	90	29,777
Services to business	11	2,300
Personal services	110	29,125
Miscellaneous services	24	3,372
PUBLIC ADMINISTRATION	1,693	243,888
Federal administration	958	98,862
Provincial administration	86	58,487
Local administration	648	85,989
Other government offices	1	550
INDUSTRY NOT REPORTED	45	6,857
ADJUSTMENT ENTRY††	—	68,469
NO RETURN	651	—
Totals	9,302	2,074,616

*Based on DBS Standard Industrial Classification (1960) (DBS Cat No. 12-501).
†Includes some sawmilling.
††This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

Table 2—Union Representation Within Industry Groups, 1969

Industry Group	Unions comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
AGRICULTURE	Agriculture Union—PSAC—(CLC)
FORESTRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation—UCC—(Ind.)
FISHING AND TRAPPING	B.C. Fishermen (CLC) Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
MINES	
Metal	Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Metallurgists, Miners and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarries	Cement Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Incidental services	Steelworkers (AFL-CIO/CLC)
MANUFACTURING	
Food	Bakery Workers (CLC) Food Workers (AFL-CIO/CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Clothing Workers Federation (CNTU) Food Workers (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC)
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting Mills	Clothing Workers Federation (CNTU) Textile Workers Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Building and Woodworkers Federation (CNTU) Upholsters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC)
Printing and Publishing	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)

Table 2—Union Representation Within Industry Groups, 1969 (Cont.)

Industry Group	Unions comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
Primary metals	Metallurgists, Miners and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (CLC) Machinists (AFL-CIO/CLC)
Electrical products	I.B.E.W. (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC) Metallurgists, Miners and Chemical Workers Federation (CNTU)
Petroleum and coal products	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) District 50 U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Miscellaneous manufacturing	Auto Workers (CLC)
CONSTRUCTION	Carpenters (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC) Air Line Employees (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO/CLC)
Railway transport	
Running trades	United Transportation Union (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Public Service Employees Federation (CNTU) Transit Union (AFL-CIO/CLC)
Other transport	B.C. Government Employees (CLC) Teamsters (Ind.)

ble 2—Union Representation Within Industry oups, 1969

dustry Group	Unions comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
Storage	Brewery Workers (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Saskatchewan Wheat Pool Employees (CLC)
Communication	Canadian Telephone Employees (Ind.) I.B.E.W. (AFL-CIO/CLC) Letter Carriers (CLC) Postal Workers (CLC) Traffic Employees (Ind.)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Public Employees (CLC)
RADE	Commerce and Office Employees Federation (CNTU) Retail Clerks (AFL-CIO/CLC) Retail Wholesale Employees (AFL-CIO/CLC)
INANCE	Commerce and Office Employees Federation (CNTU) Office Employees (AFL-CIO/CLC)
ERVICE NDUSTRIES	
Education	Public Employees (CLC) Public Service Employees Federation (CNTU)
Health and Welfare	Public Employees (CLC) Service Employees Federation (CNTU) Services Employees Int. Union (AFL-CIO/CLC)
Religious organizations	Service Employees Federation (CNTU)
Recreational services	Actors Equity (AFL-CIO/CLC) Musicians (AFL-CIO/CLC)
Service to business	Research Council Employees (Ind.)
Personal services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Office Employees (AFL-CIO/CLC) Service Employees Int. Union (AFL-CIO/CLC)
UBLIC DMINISTRATION	
Federal administration	National Component, P.S.A.C. (CLC) Union of National Defence Employees, P.S.A.C. (CLC)
Provincial administration	B.C. Government Employees (CLC) Quebec Government Employees (CNTU) Saskatchewan Government Employees (Ind.)
Local administration	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC)
Other government offices	Independant Local-Foreign Service Officers

Table 3—Union Membership, by Province, 1969

Province	Number of Locals	Locals Responding	
		Number	Membership
Newfoundland	172	146	23,649
Prince Edward Island	53	53	3,622
Nova Scotia	456	456	59,361
New Brunswick	414	400	48,076
Quebec	2,690	2,386	606,410
Ontario	3,210	2,975	753,513
Manitoba	376	358	72,390
Saskatchewan	405	383	52,534
Alberta	499	483	87,792
British Columbia	931	923	261,134
Yukon & N.W. Territories	34	27	1,942
Two or more provinces*	62	61	35,724
Adjustment entry†			68,469
	9,302	8,651	2,074,616

*Includes membership of Seafarers, Transportation-Communication Employees, United Telegraph Workers and Actors' Equity.

†Represents difference between total membership as reported by union headquarters and that reported in the survey of local unions.

Table 4—Union Membership by Canada Manpower Centre Area, 1969

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
NEWFOUNDLAND			
Corner Brook	29	2,793	
Grand Falls	36	6,935	
St. John's	84	10,536	
Wabush	13	2,259	
Two or more areas	10	1,126	
PRINCE EDWARD ISLAND			
Charlottetown	38	2,482	Summerside
NOVA SCOTIA			
Amherst	23	1,661	
Bridgewater	16	1,202	
Halifax	122	23,596	
Dartmouth	30	1,675	
Kentville	37	2,257	Liverpool
New Glasgow	49	6,181	
Port Hawkesbury	14	1,771	
Sydney	58	8,752	
Glace Bay	23	4,177	
North Sydney	20	2,119	
Truro	22	1,257	
Yarmouth	19	2,206	
Two or more areas	14	1,685	
NEW BRUNSWICK			
Bathurst	41	4,419	
Campbellton	38	7,160	
Edmundston	20	1,917	Minto
Fredericton	50	3,906	St. Stephen
Moncton	86	9,403	Sussex
Newcastle	23	2,413	
Saint John	108	14,416	
Woodstock	17	1,021	
Two or more areas	10	1,697	
QUEBEC			
Alma	35	3,582	
Asbestos	8	1,901	Causapscal
Baie Comeau	46	6,830	Chandler
Beauharnois	21	2,211	Cowansville
Buckingham	16	1,358	Dolbeau
Chicoutimi	43	7,957	Forestville
Drummondville	38	4,719	Cap aux Meules
Farnham	15	1,351	
Gaspé	13	3,320	
Granby	46	6,386	
Hull	64	7,792	
Joliette	62	4,973	
Jonquiere	46	8,712	
Lachute	20	2,385	Lac Mégantic
La Malbaie	18	1,947	Louiseville
La Tuque	17	1,995	Maniwaki
Levis	39	3,760	Matane
Magog	10	1,988	Mont Laurier
Montmagny	17	1,590	New Richmond
Montreal (Metro)	817	304,619	Plessisville
Laval	12	2,349	Ste. Agathe des Monts
Pointe Claire	26	2,234	
Port Alfred	15	1,801	
Quebec City	236	42,611	

Table 4—Union Membership by Canada Manpower Centre Area, 1969 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
Rimouski	31	3,745	
Riviere du Loup	33	1,830	
Roberval	32	3,271	
Rouyn	54	5,092	
Sept Iles	30	3,546	
Shawinigan	52	7,008	
Sherbrooke	97	14,132	
Sorel	50	7,474	
Ville St. Georges	19	2,206	
St. Hyacinthe	44	6,070	
St. Jean	69	7,329	
St. Jerome	28	3,019	
Ste. Thérèse	31	4,796	
Thetford Mines	33	5,117	
Trois Rivieres	79	13,235	
Val D'Or	57	4,288	
Valleyfield	41	4,404	
Victoriaville	40	4,847	
Two or more areas	48	68,809	
ONTARIO			
Barrie	28	3,803	Arnprior
Belleville	45	5,108	Bracebridge
Brampton	58	8,352	
Brantford	61	10,697	
Brockville	19	2,850	
Chatham	24	4,561	Carleton Place
Cobourg	24	2,653	
Collingwood	12	1,953	
Cornwall	50	6,637	
Elliot Lake	12	1,642	
Fort Erie	20	1,558	
Fort Frances	24	1,963	
Fort William	41	5,220	
Galt	66	6,513	Gananoque
Guelph	56	6,366	Goderich
Hamilton	210	55,543	Hawkesbury
Kapuskasing	16	2,008	
Kenora	40	3,501	
Kingston	49	10,434	
Kirkland Lake	17	1,703	
Kitchener	83	17,600	
Leamington	8	1,062	
Lindsay	16	1,069	Listowel
London	117	27,939	

Table 4—Union Membership by Canada Manpower Centre Area, 1969 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
Midland	19	1,394	Napanee
Newmarket	18	1,504	New Liskeard
Niagara Falls	49	5,276	
North Bay	44	3,337	
Oakville	37	10,492	Orillia
Oshawa	67	23,624	
Ottawa	164	40,761	
Owen Sound	27	2,133	Parry Sound
Pembroke	36	3,427	Perth
Peterborough	61	10,176	Picton
Port Arthur	47	4,841	
Port Colborne	17	2,300	
Prescott	16	1,863	Renfrew
Sarnia	41	9,469	
Sault Ste. Marie	72	15,041	
Simcoe	21	1,506	
Smiths Falls	23	1,562	
St. Catharines	82	20,739	
St. Thomas	42	3,856	
Stratford	35	3,324	Sturgeon Falls
Sudbury	79	29,708	Tillsonburg
Timmins	48	5,363	
Toronto (Metro)	621	253,875	
Trenton	26	1,427	
Walkerton	8	1,470	
Wallaceburg	8	1,599	
Welland	39	8,068	
Windsor	100	40,495	
Woodstock	28	4,227	
Two or more areas	99	40,445	
MANITOBA			
Brandon	31	2,130	Dauphin
Flin Flon	13	2,442	
Gillam	6	1,127	Morden
Selkirk	24	1,939	Portage la Prairie
The Pas	16	3,422	
Winnipeg	250	56,901	
Two or more areas	9	3,169	
SASKATCHEWAN			
Moose Jaw	33	2,850	Estevan
North Battleford	21	2,682	Lloydminster
Prince Albert	47	5,003	
Regina	106	20,036	
Saskatoon	111	14,207	Swift Current
Yorkton	29	1,691	Weyburn
Two or more areas	19	3,973	

Table 4—Union Membership by Canada Manpower Centre Area, 1969

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
ALBERTA			
Calgary	140	27,766	Blairmore
Edmonton	170	40,250	Drumheller
Edson	13	1,021	Grande Prairie
Lethbridge	52	3,706	Peace River
Medicine Hat	35	2,829	
Red Deer	22	1,119	St. Paul
Two or more areas	19	8,764	Stettler
BRITISH COLUMBIA			
Abbotsford	16	1,018	Courtenay
Chilliwack	15	1,186	
Campbell River	19	2,515	
Cranbrook	30	2,792	Dawson Creek
Duncan	11	5,328	Fort St. John
Kamloops	38	5,046	
Kelowna	15	2,945	
Nanaimo	22	2,890	
Nelson	20	1,636	
New Westminster	60	15,964	
Penticton	27	2,660	
Port Alberni	13	5,935	
Powell River	12	2,468	
Prince George	43	7,677	
Prince Rupert	39	4,616	Quesnel
Burnaby	9	2,118	
Trail	17	3,653	
Terrace	24	3,392	
Vancouver (Metro)	279	127,724	Vernon
Revelstoke	15	4,186	Williams Lake
Victoria	103	17,770	White Rock
Two or more areas	53	34,462	
YUKON-NORTHWEST TERRITORIES			
Whitehorse	21	1,046	Yellowknife

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended December 13, 1969		8,095	− 0.2	+ 2.
Employed		7,712	− 0.6	+ 1.
Agriculture		457	− 6.9	− 2.
Non-agriculture		7,255	− 0.2	+ 2.
Paid workers		6,720	− 0.1	+ 2.
At work 35 hours or more		6,223	+23.1	+ 2.
At work less than 35 hours		1,276	−47.6	+ 2.
Employed but not at work		213	−21.1	− 1.
Unemployed		383	+ 8.2	+ 2.
Atlantic		46	+15.0	+ 2.
Quebec		152	+ 6.3	—
Ontario		95	+15.9	+ 9.
Prairie		44	+ 7.3	− 2.
British Columbia		46	− 4.2	+ 4.
Without work and seeking work		350	+ 5.7	+ 2.0
On temporary layoff up to 30 days		33	+43.5	+ 1.0
INDUSTRIAL EMPLOYMENT (1961 = 100)†	November	129.6	− 0.2	+ 3.1
Manufacturing employment (1961 = 100)†	November	126.4	+ 0.1	+ 1.9
IMMIGRATION	1st 9 mos.	119,692	—	−12.2
Destined to the labour force	1st 9 mos.	63,124	—	−10.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	December	67	−25.6	+15.5
No. of workers involved	December	11,719	−76.3	−11.2
Duration in man days	December	138,290	−65.6	+31.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	November	123.05	+ 1.8	+ 8.5
Average hourly earnings (mfg.)†	November	2.80	+ 0.7	+ 7.9
Average weekly hours paid†	November	40.3	− 0.2	− 1.5
Average weekly wages (mfg.)†	November	115.74	+ 0.5	+ 6.5
Consumer price index (1961 = 100)	December	127.9	+ 0.4	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	October	121.4	− 0.2	+ 1.8
Total labour income (Millions of dollars)†	November	(data unavailable at press time)		
INDUSTRIAL PRODUCTION‡				
Total (average 1961 = 100)	November	168.5	+ 1.8	+ 2.0
Manufacturing	November	169.2	+ 1.6	+ 2.4
Durables	November	189.2	+ 2.8	+ 1.0
Non-durables	November	153.1	+ 0.5	+ 3.9
NEW RESIDENTIAL CONSTRUCTION**				
Starts	November	12,555	−17.6	−34.1
Completions	November	15,222	− 3.0	+ 8.1
Under construction	November	115,672	− 2.9	+10.7

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

Tables

-1 to A-3 — Labour Force

-1 — Labour Income

-1 to C-7 — Employment, Hours and Earnings

-1 to E-4 — Unemployment Insurance

-1 and F-2 — Prices

-1 to G-4 — Strikes and Lockouts

A—Labour Force

able A-1—Regional Distribution, Week Ended December 13, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
HE LABOUR FORCE	8,095	641	2,256	3,022	1,334	842
Men	5,488	435	1,558	2,018	910	567
Women	2,607	206	698	1,004	424	275
14-19 years	757	66	202	251	152	86
20-24 years	1,210	123	379	406	188	114
25-44 years	3,512	243	1,003	1,359	538	369
45-64 years	2,421	195	621	931	418	256
65 years and over	195	14	51	75	38	17
MPLOYED	7,712	595	2,104	2,927	1,290	796
Men	5,192	397	1,440	1,946	875	534
Women	2,520	198	664	981	415	262
Agriculture	457	20	90	122	204	21
Non-agriculture	7,255	575	2,014	2,805	1,086	775
Paid workers	6,720	529	1,838	2,626	1,010	717
Men	4,387	348	1,235	1,699	635	470
Women	2,333	181	603	927	375	247
NEMPLOYED	383	46	152	95	44	46
Men	296	38	118	72	35	33
Women	87	*	34	23	*	13
ERSONS NOT IN LABOUR FORCE	6,714	732	1,986	2,276	1,063	657
Men	1,851	245	535	596	297	178
Women	4,863	487	1,451	1,680	766	479

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended December 13, 1969

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Year and Ove All Person
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,809	2,454	4,223	1,149	4,288	1,142	1,55
LABOUR FORCE	8,095	757	4,012	902	1,468	761	19
Employed	7,712	678	3,857	820	1,431	740	18
Unemployed	383	79	155	82	37	21	**
NOT IN LABOUR FORCE	6,714	1,697	211	247	2,820	381	1,358
PARTICIPATION RATE†							
1969—December 13	54.7	30.8	95.0	78.5	34.2	66.6	12.6
November 15	54.9	31.4	95.5	78.8	34.0	67.5	12.8
UNEMPLOYMENT RATE‡							
1969—December 13	4.7	10.4	3.9	9.1	2.5	2.8	**
November 15	4.4	9.8	3.3	7.8	2.5	3.7	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended December 13, 1969

	December 1969	November 1969	December 1968
	(in thousands)		
TOTAL UNEMPLOYED	383	354	373
On temporary layoff up to 30 days	33	23	30
Without work and seeking work	350	331	343
Seeking:			
Full-time work	328	306	320
Part-time work	22	25	23
Under 1 month	106	111	110
1-3 months	149	132	142
4-6 months	49	41	47
More than 6 months	46	47	44

Source: Labour Force Survey, DBS.

ıble B-1—Estimates of Labour Income, by Industry

ear and Month	Monthly Totals									
	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	(millions of dollars)									
64—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
65—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
66—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
67—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
68—Total	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
68—November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
69—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June	75.8	859.3	280.8	43.6	241.3	58.7	477.5	1,106.0	188.6	3,359.6
July	74.1	846.2	287.3	47.0	262.0	59.2	469.0	1,142.7	182.4	3,403.6
August	72.8	850.6	294.3	46.9	280.8	60.3	469.0	1,139.3	179.7	3,429.6
September*	71.6	868.3	289.3	48.1	285.4	59.9	485.5	1,137.4	175.0	3,451.7
October†	73.0	863.8	285.4	46.6	279.0	59.8	493.8	1,140.4	172.2	3,438.5
November‡	(data unavailable at press time)									
easonally Adjusted										
964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
968—November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
969—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,026.7	161.6	3,120.9
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,047.8	164.5	3,169.8
March	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,048.7	165.8	3,196.4
April	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,057.9	167.1	3,216.4
May	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,090.8	170.2	3,260.0
June	73.7	844.9	275.9	40.2	225.4	58.1	470.9	1,089.2	173.5	3,275.3
July	72.9	849.6	277.6	41.2	233.1	57.8	368.5	1,134.3	174.1	3,331.7
August	71.7	837.2	285.2	40.3	245.0	58.5	471.3	1,133.0	174.7	3,339.8
September*	71.9	849.6	280.9	40.1	250.2	58.9	485.0	1,121.5	175.3	3,356.7
October†	73.4	848.5	282.0	39.4	245.0	59.3	489.4	1,130.7	176.0	3,366.9
November‡	(data unavailable at press time)									

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September 1'9 employers in the principal non-agricultural industries reported a total employment of 3,857,897. Table C-3 gives estimates of total em- ployment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more pers(s and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somew smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are a available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Averag Weekl Wage an Salarie
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.4
1965	114.3	116.3	91.01	117.2	116.2	94.7
1966	120.7	123.1	96.30	123.5	122.8	100.1
1967	122.6	131.4	102.79	123.2	130.6	106.5
1968	122.7	140.4	109.88	122.1	140.3	114.4
1968—September	126.7	143.8	112.52	125.8	143.6	117.0
October	126.0	144.3	112.90	124.6	144.8	118.0
November	125.7	144.9	113.37	124.0	145.5	118.7
December	122.7	140.5	109.94	121.4	140.9	114.9
1969—January	121.4	145.8	114.04	121.8	146.5	119.4
February	121.9	147.4	115.30	122.5	148.1	120.8
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August*	131.1	152.2	119.07	127.9	150.3	122.55
September†	130.2	153.7	120.22	126.9	153.9	125.50

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

able C-2—Area Summary of Employment and Average Weekly Wages and Salaries

reas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1969	August 1969	September 1968	September 1969	August 1969	September 1968
	(1961 = 100)			$	$	$
EGION AND PROVINCE						
tlantic Region	125.9	128.6	122.5	98.79	98.38	91.45
Newfoundland	130.6	133.1	126.3	106.20	105.53	101.26
Prince Edward Island	148.7	154.6	150.4	80.23	79.14	69.40
Nova Scotia	120.6	123.1	118.2	98.23	97.41	89.68
New Brunswick	127.1	130.1	122.8	96.44	96.80	89.43
uebec	124.3	125.1	121.8	117.56	116.60	110.21
ntario	131.9	132.0	129.7	123.87	122.44	116.81
rairie Region	131.0	132.1	125.9	114.49	114.97	105.99
Manitoba	122.6	123.0	119.6	109.66	110.12	102.23
Saskatchewan	122.5	123.7	123.6	108.35	109.88	103.74
Alberta	141.7	143.2	132.1	120.21	120.30	109.75
ritish Columbia	143.3	146.4	133.7	133.81	130.64	123.24
anada	130.2	131.1	126.7	120.22	119.07	112.52
RBAN AREAS						
St. John's	142.6	144.2	144.3	94.20	92.39	88.57
Halifax	123.0	121.7	117.1	100.12	99.97	92.61
Sydney	93.1	92.7	102.9	102.94	104.81	97.19
Moncton	133.7	134.5	121.7	94.79	94.65	87.54
Saint John	114.2	114.6	111.6	100.18	102.69	91.61
Chicoutimi	114.9	118.0	108.7	134.12	134.97	126.70
Montreal	125.6	125.7	123.8	118.73	117.80	111.86
Quebec	120.9	121.9	118.8	103.67	103.68	94.66
Shawinigan	94.7	97.4	99.9	119.97	120.18	114.13
Sherbrooke	120.2	120.3	116.9	101.68	99.66	94.77
Trois-Rivières	119.5	117.7	113.5	111.78	107.86	103.93
Ottawa-Hull	140.6	142.5	131.9	113.48	112.97	104.56
Belleville	128.5	127.8	126.8	103.80	103.57	98.02
Brampton	292.6	287.5	264.7	124.00	121.02	115.79
Brantford	140.6	146.3	133.2	111.26	108.74	105.51
Fort William-Port Arthur	126.8	128.3	128.0	117.69	118.19	108.77
Guelph	143.6	144.4	139.6	113.86	111.65	106.26
Hamilton	109.5	108.9	122.4	122.69	122.34	118.77
Kingston	128.7	131.9	123.1	116.14	115.90	109.62
Kitchener	159.5	158.7	148.8	110.98	109.82	105.59
London	128.3	126.6	125.2	115.39	114.77	108.71
Niagara Falls	125.4	128.7	117.3	111.57	109.80	104.94
Oshawa	147.5	144.2	142.7	143.58	139.58	144.16
Peterborough	143.6	142.5	135.8	124.37	121.72	116.20
Sarnia	145.4	147.7	144.0	161.64	157.42	149.98
Sault Ste. Marie	71.2	104.5	122.3	126.42	107.69	124.81
Sudbury	56.4	64.1	118.0	127.30	131.17	138.02
St. Catharines	149.2	145.3	145.3	134.75	133.06	124.04
Timmins	72.9	74.4	74.0	110.87	106.91	101.51
Toronto	137.0	136.1	130.6	125.77	124.35	117.18
Welland	101.4	99.5	107.4	140.92	144.14	130.32
Windsor	161.9	158.6	157.7	148.01	141.52	140.98
Winnipeg	124.7	124.3	119.3	101.96	102.61	94.69
Regina	126.9	127.6	127.0	105.54	106.51	98.89
Saskatoon	146.5	146.8	150.0	102.16	103.27	98.78
Calgary	152.4	154.1	138.2	120.82	120.01	109.19
Edmonton	149.7	150.2	139.7	114.69	114.74	105.06
Vancouver	143.4	147.2	133.2	128.74	125.49	118.86
Victoria	138.3	138.0	123.1	112.52	112.62	105.15

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
				Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
							(in thousands)						
Canada													
September	1969*	—	113.4	900.8	818.5	433.6	—	1,098.9	301.8	1,128.1	724.8	432.1	6,729.1
August	1969*	81.9	116.7	909.8	814.4	436.3	692.7	1,073.6	303.8	1,096.5	739.3	441.7	6,715.7
September	1968..	76.3	121.2	878.8	804.4	411.4	664.0	993.7	282.3	1,071.3	641.0	414.7	6,369.1
NEWFOUNDLAND													
August	1969*	2.8	5.4	12.2	2.9	10.4	14.8	18.2	2.2	22.3	9.4	10.1	109.9
July	1969†	3.1	4.2	12.7	2.0	9.5	14.0	18.2	2.2	22.0	9.7	10.3	108.0
August	1968..	3.1	5.9	10.5	2.3	10.2	15.3	16.6	2.0	22.5	8.5	9.3	106.1
PRINCE EDWARD ISLAND													
August	1969*	0.1	—	2.9	0.5	2.3	3.3	4.5	0.6	6.1	2.7	2.4	25.6
July	1969†	0.1	—	2.4	0.3	2.1	2.5	4.5	0.6	6.2	2.3	2.3	23.3
August	1968..	0.2	—	2.4	0.4	2.4	3.2	4.0	0.6	5.9	2.1	2.6	24.0
NOVA SCOTIA													
August	1969*	2.7	5.7	20.2	15.6	16.8	23.2	33.8	7.0	40.3	18.0	22.5	205.7
July	1969†	2.6	5.8	19.8	15.0	16.1	22.9	32.1	7.1	39.5	17.4	21.7	200.1
August	1968..	3.0	6.9	19.9	15.2	15.7	22.6	32.5	6.6	36.5	15.7	21.9	196.4
NEW BRUNSWICK													
August	1969*	8.7	2.6	21.4	11.9	13.1	21.4	26.6	4.6	30.3	11.4	12.8	164.8
July	1969†	8.0	2.5	20.5	14.4	10.9	20.9	25.3	4.6	30.3	11.6	13.0	162.0
August	1968..	9.5	2.6	19.8	12.2	9.9	21.0	25.4	4.5	29.9	10.6	12.9	158.5
QUEBEC													
August	1969*	26.2	26.6	339.5	203.4	94.7	188.9	269.6	85.1	309.3	185.0	95.2	1,823.7
July	1969†	27.2	25.3	325.6	199.7	92.9	187.5	255.3	84.3	311.0	185.0	95.1	1,788.9
August	1968..	28.2	26.3	328.4	199.3	95.0	185.4	242.2	80.4	291.6	163.1	90.4	1,730.4
ONTARIO													
August	1969*	11.6	25.3	387.6	445.9	169.7	222.4	420.5	133.2	402.8	298.5	177.0	2,694.7
July	1969†	10.7	29.2	376.2	444.6	165.0	214.1	415.7	142.0	407.2	301.7	177.2	2,683.7
August	1968..	12.2	35.7	377.4	445.6	156.1	210.1	381.6	121.5	378.8	259.1	178.2	2,556.5
MANITOBA													
August	1969*	1.4	7.8	29.2	22.9	20.1	48.5	56.3	13.6	49.5	34.8	20.9	304.9
July	1969†	1.3	7.7	28.1	22.0	19.2	46.3	54.7	12.9	51.4	35.9	21.2	300.7
August	1968..	0.8	6.9	28.3	20.5	18.9	48.1	52.2	13.1	47.0	29.2	21.2	286.3
SASKATCHEWAN													
August	1969*	0.5	5.1	10.7	5.8	15.3	27.4	39.6	8.5	47.0	22.0	21.5	203.4
July	1969†	0.4	5.2	10.6	5.7	14.5	27.9	39.7	8.5	47.3	21.9	21.4	203.1
August	1968..	0.4	5.2	10.5	6.1	16.7	27.6	40.2	8.1	43.5	20.1	19.8	198.3
ALBERTA													
August	1969*	2.3	23.5	28.4	27.3	45.7	54.6	87.0	18.9	88.3	63.3	35.0	474.4
July	1969†	2.2	23.3	28.2	27.5	46.7	56.8	85.1	19.0	91.7	63.4	34.4	478.4
August	1968..	2.3	20.1	27.5	24.0	40.5	50.9	80.0	17.9	85.3	54.0	33.0	435.7
BRITISH COLUMBIA													
August	1969*	25.4	11.8	57.6	79.2	47.2	85.8	115.9	30.1	99.2	92.1	41.6	686.0
July	1969†	24.8	10.7	56.6	78.6	44.5	78.5	114.7	31.8	100.5	86.9	41.0	668.7
August	1968..	20.4	10.3	56.8	72.9	39.0	80.0	102.6	28.3	92.8	77.1	39.8	619.4

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

able C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

dustries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1969	August 1969	September 1968	September 1969	August 1969	September 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	101.2	103.5	110.4	149.42	147.97	141.13
Metals	84.6	87.0	102.7	147.97	146.07	141.87
Mineral fuels	101.1	101.2	102.2	162.31	160.64	148.17
Non-metals except fuels	135.8	138.6	124.0	139.15	135.20	130.98
Quarries and sand pits	119.3	120.1	116.0	137.38	136.48	123.16
Services incidental to mining	161.3	168.2	160.4	151.36	154.40	143.85
MANUFACTURING	126.9	127.9	125.8	125.50	122.55	117.08
Durable goods	136.1	136.4	135.3	136.47	131.99	127.87
Non-durable goods	119.5	121.0	118.1	115.37	113.85	107.09
Food and beverages	119.4	121.9	121.2	107.74	105.73	100.24
Foods	120.2	122.5	122.2	103.95	101.33	96.98
Beverages	114.6	118.1	114.9	132.70	134.39	122.06
Tobacco processing and products	87.6	87.2	91.3	139.43	135.40	124.33
Rubber products	127.4	129.0	124.4	129.13	124.99	121.68
Leather products	97.2	101.5	101.7	81.32	81.88	77.33
Textile products	118.1	120.2	119.3	104.53	103.24	97.94
Knitting mills	117.4	119.4	117.4	79.51	78.74	72.74
Clothing	111.9	112.3	110.8	76.42	78.09	70.47
Wood products	114.6	116.6	112.9	114.93	111.49	106.54
Furniture and fixtures	139.5	137.8	131.0	104.11	103.22	98.10
Paper and allied industries	124.2	125.8	118.1	145.06	143.11	134.87
Printing, publishing and allied industries	117.1	116.0	114.2	130.79	129.49	122.16
Primary metal industries	100.0	106.7	127.1	150.42	144.45	138.93
Metal fabricating industries	137.0	136.5	133.9	133.51	129.82	124.29
Machinery, except electrical	154.5	152.4	143.0	141.97	137.55	133.32
Transportation equipment	162.1	158.5	154.0	154.48	147.75	145.52
Electrical products	153.8	153.6	145.0	127.58	123.96	119.60
Non-metallic mineral products	125.6	125.4	122.2	135.97	133.86	125.59
Petroleum and coal products	103.3	105.4	104.1	183.25	179.74	170.37
Chemicals and chemical products	121.0	122.1	118.0	141.77	139.23	131.42
Miscellaneous manufacturing industries	152.4	153.3	141.9	106.45	105.00	99.55
CONSTRUCTION	134.1	136.3	133.9	159.57	156.85	145.05
Building	142.9	144.7	139.0	157.68	153.34	141.12
Engineering	118.9	121.8	124.9	163.48	164.11	152.59
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.0	117.2	113.0	135.07	135.65	125.08
Transportation	111.2	113.6	110.1	134.01	135.55	123.78
Storage	109.4	111.2	113.5	119.23	117.67	111.81
Communication	122.8	124.1	118.3	130.23	129.15	119.98
TRADE	138.7	134.9	130.3	94.51	94.63	88.16
Wholesale trade	131.3	130.6	124.4	119.02	118.00	110.55
Retail trade	142.8	137.3	133.6	82.11	82.41	76.59
FINANCE, INSURANCE AND REAL ESTATE	139.7	140.4	131.7	113.33	114.24	107.84
Financial institutions	144.9	145.6	135.0	111.58	111.55	105.56
Insurance and real estate	132.6	133.4	127.4	115.89	118.18	111.10
SERVICE	178.8	184.3	164.4	84.65	84.89	79.62
Recreational services	167.5	189.0	152.2	83.53	85.61	70.65
Business services	196.1	195.4	178.0	129.78	129.93	123.17
Personal services	165.4	166.3	153.3	62.57	63.25	58.67
Miscellaneous services	208.7	227.0	191.5	87.17	85.68	86.81
INDUSTRIAL COMPOSITE	130.2	131.1	126.7	120.22	119.07	112.52

*Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1969	Aug. 1969	Sept. 1968	Sept. 1969	Aug. 1969	Sept. 1968	Sept. 1969	Aug. 1969	Sep 19
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.7	41.2	41.9	3.24	3.24	3.12	134.97	133.49	130.(
Metals	41.0	40.0	41.2	3.30	3.31	3.26	135.37	132.47	134.2
Mineral fuels	41.4	42.2	42.3	2.98	2.97	2.65	123.64	125.37	112.(
Non-metals, except fuels	42.0	41.2	43.0	3.15	3.09	2.91	132.12	127.21	125.2
Quarries and sand pits	48.9	48.6	48.4	2.82	2.79	2.48	137.75	135.72	120.1
Services incidental to mining	40.9	42.1	41.2	3.56	3.60	3.39	145.59	151.42	139.8
MANUFACTURING	40.7	40.1	41.0	2.82	2.78	2.62	114.70	111.37	107.4
Durable goods	41.6	40.6	41.8	3.05	3.00	2.86	126.86	121.85	119.5
Non-durable goods	39.9	39.7	40.1	2.59	2.56	2.38	103.12	101.51	97.3
Food and beverages	40.1	39.3	40.4	2.42	2.40	2.23	96.78	94.37	90.1
Foods	40.0	39.2	40.5	2.33	2.31	2.16	93.42	90.60	87.5
Beverages	40.5	40.9	39.9	3.10	3.10	2.83	125.57	126.82	112.9
Tobacco processing and products	37.9	36.8	37.4	3.41	3.37	3.06	129.35	124.14	114.2
Rubber products	41.5	40.6	42.1	2.94	2.86	2.71	121.74	116.24	114.0
Leather products	38.3	39.2	39.7	1.92	1.90	1.79	73.42	74.64	71.1
Textile products	41.1	41.0	42.0	2.25	2.24	2.08	92.63	91.55	87.2
Miscellaneous textiles	40.8	40.0	41.5	2.44	2.43	2.28	99.75	97.19	94.6
Knitting mills	40.5	41.0	40.5	1.74	1.71	1.58	70.29	70.02	63.9
Clothing	36.6	37.7	36.3	1.90	1.90	1.76	69.36	71.57	63.8
Wood products	39.6	39.6	40.4	2.77	2.68	2.52	109.42	105.94	101.7
Furniture and fixtures	42.7	42.7	42.8	2.27	2.24	2.13	97.03	95.61	91.0
Paper and allied industries	41.2	40.7	41.4	3.32	3.32	3.06	136.85	134.82	126.7
Pulp and paper mills	41.3	40.9	41.3	3.63	3.61	3.35	149.97	147.90	138.4
Printing, publishing and allied industries	38.4	38.3	38.5	3.38	3.36	3.12	129.83	128.88	120.3
Primary metal industries	41.0	39.1	40.6	3.37	3.36	3.21	138.13	131.29	130.5
Iron and steel mills	40.4	36.4	39.5	3.55	3.57	3.34	143.59	129.74	131.8
Metal fabricating industries	41.6	40.7	41.9	3.04	3.01	2.81	126.52	122.38	117.8
Machinery, except electrical	41.0	40.7	41.9	3.22	3.16	2.99	131.83	128.40	125.0
Transportation equipment	42.8	41.3	43.1	3.40	3.34	3.20	145.55	137.96	137.8
Aircraft and parts	43.3	40.8	42.5	3.42	3.38	3.06	147.86	137.73	130.1
Motor vehicles	42.8	41.4	43.9	3.52	3.46	3.35	150.68	143.08	147.3
Assembling	44.1	42.1	46.3	3.81	3.72	3.66	168.10	156.97	169.5
Parts and accessories	41.7	40.8	41.8	3.34	3.29	3.11	139.19	134.29	130.1
Shipbuilding and repairing	41.5	41.3	40.0	3.36	3.29	3.03	139.49	135.61	121.1
Electrical products	41.0	39.8	41.0	2.74	2.70	2.55	112.24	107.51	104.6
Communications equipment	40.7	39.7	40.6	2.71	2.62	2.43	110.09	103.82	98.46
Non-metallic mineral products	43.4	42.8	43.9	3.03	3.00	2.75	131.35	128.34	120.5
Petroleum and coal products	43.0	42.8	43.3	3.82	3.75	3.66	164.01	160.48	158.5
Chemical and chemical products	41.0	40.3	40.8	3.03	2.99	2.83	124.36	120.42	115.5
Miscellaneous manufacturing industries	40.6	40.1	40.6	2.26	2.23	2.09	91.86	89.56	84.73
CONSTRUCTION	41.9	42.0	42.8	3.78	3.70	3.36	158.42	155.49	143.7
Building	39.8	39.4	40.4	3.93	3.85	3.45	156.59	151.64	139.3
General contractors	40.6	39.9	40.4	3.89	3.76	3.33	157.91	149.79	134.4
Special trade contractors	39.2	39.0	40.4	3.97	3.92	3.55	155.55	153.13	143.3
Engineering	46.3	47.3	47.6	3.50	3.46	3.20	162.22	163.41	152.3
Highways, bridges and streets	48.4	49.2	49.2	3.05	3.00	2.70	147.78	147.78	132.8
Other engineering	44.0	45.2	45.9	4.04	3.98	3.73	177.66	179.96	171.2
OTHER INDUSTRIES									
Urban transit	41.4	42.5	41.1	3.49	3.51	3.31	144.42	149.37	136.1
Highway and bridge maintenance	39.9	41.4	38.9	2.61	2.57	2.46	104.29	106.39	95.72
Laundries, cleaners and pressers	37.5	38.0	37.8	1.64	1.63	1.54	61.51	61.79	58.17
Hotels, restaurants and taverns	32.0	33.5	33.3	1.64	1.61	1.51	52.54	53.84	50.31

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

ble C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

ar and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100) Current Dollars	1961 Dollars
		$	$		
erage					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
st Pay Period in					
68—September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
69—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August*	40.1	2.78	111.37	149.6	118.2
September†	40.7	2.82	114.70	154.1	121.5

Revised. † Preliminary.
ote: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the onsumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
ource: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

able C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Sept. 1969	Aug. 1969	Sept. 1968	Sept. 1969	Aug. 1969	Sept. 1968
				$	$	$
Newfoundland	41.5	42.7	42.5	2.24	2.16	2.05
Nova Scotia	40.5	40.3	39.5	2.23	2.18	2.05
New Brunswick	40.0	40.3	42.0	2.24	2.25	2.11
Quebec	41.5	41.2	41.7	2.53	2.50	2.35
Ontario	40.9	39.8	41.2	2.96	2.93	2.77
Manitoba	39.8	39.8	39.8	2.51	2.49	2.35
Saskatchewan	40.3	40.0	39.8	2.91	2.91	2.80
Alberta	39.8	40.2	39.1	3.00	2.92	2.69
British Columbia	37.6	37.0	37.5	3.56	3.48	3.25

Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under nsurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in conta with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployme Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistic Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—September	5,282,000	5,022,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500
September	5,356,000	5,109,300	246,700

Table E-4—Benefit Payments, by Province, October 1969

Province	Weeks Paid	Amount of Benefits Paid
Newfoundland	25,072	773,79
Prince Edward Island	2,084	57,39
Nova Scotia	29,140	940,63
New Brunswick	23,009	664,49
Quebec	277,677	8,910,91
Ontario	267,650	9,030,32
Manitoba	25,142	760,61
Saskatchewan	20,354	615,61
Alberta	30,210	945,74
British Columbia	84,498	2,826,97
Total, Canada, October 1969	784,836	25,526,51
Total, Canada, September 1969	745,235	24,008,14
Total, Canada, October 1968	777,269	20,842,85

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	October 1969			October 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	124,200	89,301	34,899	117,469	80,392	37,077
Newfoundland	4,006	2,791	1,215	3,781	2,625	1,156
Prince Edward Island	366	274	92	387	281	106
Nova Scotia	5,308	3,449	1,859	4,435	2,997	1,438
New Brunswick	4,939	3,589	1,350	4,258	3,037	1,221
Quebec	39,964	28,179	11,785	41,716	27,224	14,492
Ontario	38,279	28,158	10,121	33,908	24,154	9,754
Manitoba	3,924	2,844	1,080	3,717	2,692	1,025
Saskatchewan	4,135	2,943	1,192	2,757	2,074	683
Alberta	5,185	3,841	1,344	5,044	3,656	1,388
British Columbia	18,094	13,233	4,861	17,466	11,652	5,814

* In addition, revised claims received numbered 35,454.

ble E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 31, 1969

vince and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants Oct. 31, 1968
nada	280,035	125,852	66,807	49,986	37,390	264,518
Male	166,734	84,954	37,406	25,741	18,633	158,917
Female	113,301	40,898	29.401	24,245	18,757	105,601
WFOUNDLAND	8,560	3,986	2,283	1,305	986	8,187
Male	6,549	3,400	1,680	885	584	6,217
Female	2,011	586	603	420	402	1,970
INCE EDWARD ISLAND	861	275	313	166	107	1,024
Male	511	148	202	94	67	578
Female	350	127	111	72	40	446
VA SCOTIA	11,561	4,913	2,336	2,858	1,454	11,061
Male	8,272	3,710	1,514	2,046	1,002	7,462
Female	3,289	1,203	822	812	452	3,599
W BRUNSWICK	10,120	4,800	2,226	1,793	1,301	9,510
Male	5,964	2,933	1,212	1,050	769	6,427
Female	4,156	1,867	1,014	743	532	3,083
UEBEC	98,021	42,244	24,402	15,707	15,668	90,885
Male	61,060	29,407	15,085	8,462	8,106	59,533
Female	36,961	12,837	9,317	7,245	7,562	31,352
NTARIO	90,106	39,349	22,127	18,362	10,268	82,847
Male	48,807	24,403	11,600	8,543	4,261	43,427
Female	41,299	14,946	10,527	9,819	6,007	39,420
ANITOBA	8,946	4,836	1,677	1,197	1,236	9,321
Male	4,912	3,043	734	515	620	4,834
Female	4,034	1,793	943	682	616	4,487
ASKATCHEWAN	7,623	4,257	1,452	1,140	774	5,366
Male	4,542	3,031	718	438	355	2,882
Female	3,081	1,226	734	702	419	2,484
LBERTA	10,180	5,065	2,328	1,549	1,238	10,965
Male	5,344	3,277	984	512	571	5,805
Female	4,836	1,788	1,344	1,037	667	5,160
RITISH COLUMBIA	34,057	16,127	7,663	5,909	4,358	35,352
Male	20,773	11,602	3,677	3,196	2,298	21,752
Female	13,284	4,525	3,986	2,713	2,060	13,600

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Toba Alco
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	10
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	10
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	10
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	11
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	12
1968—December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	12
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	12
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	12
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	12
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	12
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	12
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	12
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	12
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	12
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	12
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	12
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	12
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	12
				(1949 = 100)				
December	165.2*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—December, 1969

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobac a Al
	Dec. 69	Nov. 69	Dec. 68							
					(1961 = 100)					
St. John's, Nfld.	120.5	120.0	117.7	121.9	113.8	126.2	113.1	132.9	110.9	14
Halifax	122.6	122.0	115.9	130.2	115.4	124.3	113.0	138.2	126.0	12
Saint John	122.0	121.5	116.4	127.3	114.0	127.8	120.2	130.5	126.6	12
Montreal	123.1	122.8	120.0	125.7	115.3	123.2	123.4	129.9	137.3	12
Ottawa	125.8	125.4	120.2	131.1	117.1	128.5	120.0	139.8	135.6	13
Toronto	126.6	126.1	121.5	129.9	119.8	130.1	128.2	135.3	124.2	13
Winnipeg	126.2	125.4	120.3	131.1	114.8	134.9	126.1	144.5	128.1	12
Saskatoon-Regina	121.6	121.3	117.7	129.1	114.7	126.9	114.2	126.3	128.4	12
Edmonton-Calgary	123.5	123.2	118.9	127.1	117.6	125.5	119.0	139.6	130.1	12
Vancouver	121.0	120.1	116.8	128.3	114.9	125.3	117.3	129.8	119.2	11

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices between cities.

—Strikes and Lockouts

t istical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Depart-nt of Labour on the base of reports from the Canada Manpower Division, Department of Manpower and Immigration. The three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers in-ved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved he disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, not included.

ble G-1—Strikes and Lockouts, 1964-1969

nth or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
64	327	343	100,535	1,580,550	0.11
65	478	501	171,870	2,349,870	0.17
66	582	617	411,459	5,178,170	0.34
67	498	522	252,018	3,974,760	0.25
68	559	582	223,562	5,082,730	0.32
68—December	17	58	13,196	104,980	0.08
69—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10

Preliminary.

ble G-2—Strikes and Lockouts, by Industry, ecember 1969, (Preliminary)

dustry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
orestry	1	1	125	750
ines	—	2	375	7,880
anufacturing	11	40	4,784	70,950
onstruction	1	4	4,850	41,850
ansportation and utilities	3	6	438	8,050
ade	2	7	723	4,470
nance	—	—	—	—
rvice	—	6	318	4,020
ublic administration	1	1	106	320
All Industries	19	67	11,719	138,290

Table G-3—Strikes and Lockouts, by Jurisdiction, December 1969, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	1	37	780
Prince Edward Island	—	—	—	—
Nova Scotia	5	5	4,588	25,120
New Brunswick	1	2	169	910
Quebec	1	11	1,119	21,700
Ontario	7	27	4,355	68,050
Manitoba	1	2	390	6,490
Saskatchewan	—	4	322	4,210
Alberta	—	2	165	3,470
British Columbia	3	12	474	5,270
Federal	—	1	100	2,290
All Jurisdictions	19	67	11,719	138,290

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: December	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Martin Lumber Company Ltd. Harcourt, Ont.	Woodworkers Loc. 21000 (AFL-CIO/CLC)	125	750	750	Dec. 11 Dec. 22	Union security, other matte 14% wage increases, piece-w rates for woodland operation.
Mines						
METAL						
Noranda Mines Ltd., (GECO Division), Manitouwadge, Ont.	CNTU	355	7,460	9,240	Nov. 22 —	Wages—
NON-METAL						
Asbestos Corporation Limited, Thetford Mines, Que.	Metallurgists and Miners Federation (CNTU)	1,902	—	3,800	Nov. 27 Dec. 1	Alleged grievances over parki facilities—Return of workers.
Manufacturing						
FOOD AND BEVERAGES						
General Mills, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	130	260	6,500	Sept. 22 Dec. 3	Wages—Not reported.
Pure Spring Canada Ltd., Ottawa, Ont.	Brewery Workers Loc. 390 (AFL-CIO/CLC)	100	—	3,500	Oct. 10 Dec. 1	Wages, fringe benefits, hours Return of most workers.
RUBBER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	210	4,410	7,560	Nov. 8 —	Wages, fringe benefits, overtime
TEXTILES						
Daly & Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	4,730	21,160	Aug. 18 —	Wages, hours—
Harding Carpets Ltd., Collingwood, Ont.	Canadian Textile and Chemical Union Loc. 550 (Ind.)	240	3,360	8,400	Oct. 31 Dec. 19	Wages—Wage increases: m 39¢ to 57¢ an hr., female 32¢ 39¢ an hr. over 2 yrs.
Stauffer Chemical Co. of Canada Ltd., Etobicoke, Ont.	District 50 (U.M.W.A.) Loc. 13286 (Ind.)	226	2,940	2,940	Dec. 11 —	Wages, fringe benefits—
WOOD						
Wayerhausser Quebec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,770	13,460	Aug. 6 —	Wages, hours, vacations, h days—

ble G-4—Strikes and Lockouts Involving 100 or More Workers, December 1969 (Preliminary) (Cont.)

ustry ployer ation	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
win River Timber Ltd., Terrace, B.C.	Woodworkers Loc. 1-71 (AFL-CIO/CLC)	115	120	120	Dec. 2 Dec. 3	Not reported—Not reported.
PER						
Building Products of Canada Ltd., Hamilton, Ont.	Chemical Workers Loc. 627 (AFL-CIO/CLC)	180	2,340	2,340	Dec. 11 —	Wages, other benefits—
IMARY METAL						
McAvity's Division of Crane Canada Ltd., Saint John, N.B.	Machinists Loc. 835 (AFL-CIO/CLC)	135	200	200	Dec. 17 Dec. 19	Interpretation of agreement concerning payment for holidays—Return of workers.
ETAL FABRICATING						
Sivaco Wire & Nails Co., Marieville, Que.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	4,620	9,020	Nov. 2 —	Wages, seniority, job classification—
LANSPORTATION EQUIPMENT						
Ferguson Ind. Ltd., Pictou, N.S.	Steelworkers Loc. 4702 (AFL-CIO/CLC)	400	680	680	Dec. 9 Dec. 11	Not reported—Not reported.
ECTRICAL PRODUCTS						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	8,740	8,740	Dec. 1 —	Wages, cost-of-living bonus, fringe benefits—
Pioneer Electric, Fort Garry, Man.	Steelworkers Loc. 4297 (AFL-CIO/CLC)	340	5,440	5,440	Dec. 8 —	Wages, methods of promotion—
ON-METALLIC MINERAL PRODUCTS						
Ocean Cement Ltd., and Lafarge Canada Limited, Bamberton, V.I. and Richmond, B.C.	Cement Workers Loc. 277 (AFL-CIO/CLC)	230	2,790	2,790	Dec. 15 —	Wages, vacations, holidays—
ISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	120,500	May 17 1968	Wages, union security, grievance procedure—
Robertshaw Controls (Canada) Ltd., Etobicoke, Ont.	U.E. Loc. 512 (Ind.)	243	5,100	5,100	Dec. 1 —	Wages, fringe benefits, other benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1969 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: December	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,750	92,250	July 7 —	Wages, hours, other benefits—
Various construction contractors, Various locations, Nova Scotia.	various unions	4,000	24,000	24,000	Dec. 3 Dec. 11	Employment of non-union wor ers— Return of workers pendi an Industrial Inquiry.
Transportation and Utilities						
TRANSPORTATION						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,290	24,370	Feb. 19 —	Hours of work, safety cond tions—
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	4,430	11,010	Oct. 16 —	Bonus or incentive plan—
Trade						
RETAIL						
Steinberg's Ltd., Various locations, Ont.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	650	3,250	3,250	Dec. 5 Dec. 12	Wages—8% wage increase retro active June 1, 1969, $4. per wk Dec. 1, 1969, $4. Mar. 1, 1970 6% June 1, 1970; 100% cost o OHSIP premiums paid by em ployer.
Service						
HEALTH AND WELFARE						
St. Joseph's Hospital, Estevan, Sask.	Public Employees Loc. 80 (CLC)	101	2,240	5,050	Oct. 23 —	Wages—
Victoria Union Hospital, Prince Albert, Sask.	Public Employees Loc. 84 (CLC)	183	1,440	3,400	Nov. 16 Dec. 12	Wages—Return of workers unde provincial injunction.
Public Administration						
LOCAL ADMINISTRATION						
City of Sydney, Sydney, N.S.	Public Employees Loc. 759 (CLC)	106	320	320	Dec. 29 —	Interpretation of seniority clause in present contract—

*Federal jurisdiction

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Shipping east and west. The strike of longshoremen on the B.C. coast has ended with a new three-year contract, and the Smith Report on the ports of Montreal, Québec, and Trois-Rivières has been released. See "A New Contract for the Longshoremen," on p. 264, and "The Dilemma at Québec Ports," on p. 266.



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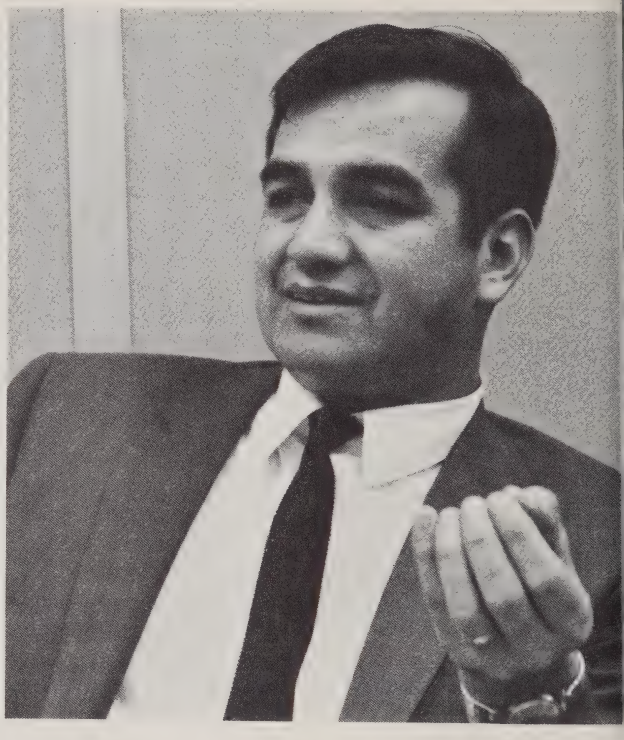
News briefs

■ **Victor Pelletier has been appointed a Human Rights Administrator with the Fair Employment Practices Branch of the Department of Labour.** As an agent of the federal Government, he will investigate complaints from anyone who believes that his race, colour, religion, or national origin has prejudiced his chances of obtaining or holding a job.

Raised on the Serpent River Reserve between Sudbury and Sault Ste. Marie, Mr. Pelletier later moved to Toronto, where he spent a total of 17 years working to help Indians adjust to the money- and time-oriented outlook inherent in city living. After 15 years as a private agent trying to obtain equal opportunity for those who sought his assistance, Mr. Pelletier helped organize the Canadian Indian Centre in Toronto, and he stayed on for a further two years as program director and counsellor.

In his new position, Mr. Pelletier will continue to be interested in Canadian Indians who claim they have been discriminated against in employment. Those whose complaints fall outside federal jurisdiction will be referred to the appropriate provincial agency.

■ **The 35th biennial convention of the Canadian Nurses' Association is being held from June 14-19 at The Playhouse in Fredericton, N.B.** Important subjects to be discussed include: professional associations in the 1970s, and health and welfare services in the 1970s.



Victor Pelletier

■ **The Canada Labour Relations Board has certifie the CBRT as the bargaining agent for units of unlicense employees employed aboard vessels operated by thre Ontario shipping companies.** The 371 employees were previously represented by the Canadian Maritime Union, which did not oppose the application. The CMU was involved with the Seafarers' International Union in the 1962 labour strife on the Great Lakes (L. G 1962, p. 131).

"It has been—and continues to be—the view of the nadian Chamber of Commerce that strikes against the te should be prohibited." In a brief to the federal vernment in December, the Chamber of Commerce egation, led by President J. Allyn Taylor, urged that Public Service Staff Relations Act be revised. Refer- g to Treasury Board President Drury's opinion that onger testing period is required, the brief suggested t the extenstion be cut off at the end of 1970.

e Chamber's representative added, "We suggest that public and the employees concerned are best pro- ed by continuing government efforts to ensure that aries and conditions of work in the public service er fall below the norms adopted generally in the vate sector."

ntinuing with the theme, the delegation recommended strikes within the period of a properly negotiated eement should be prohibited. Furthermore, renego- ion within the effective period should not occur be- se of technological changes. Industrial progress uld not be inhibited by such a possibility. "The tection of labour in this connection, if protection is ded, is to insert in the original collective agreement uses providing for appropriate adjustments in the en events." The Chamber announced its intention provide the Minister of Labour with its own study how technological change affects the individual.

erring to labour-management consultation, the mber lauded the Government, with particular com- ndation to the Minister of Labour, for its support he National Tripartite Conference held recently in awa (L. G., Jan., p. 14).

Chamber emphasized that it was anxious to follow an earlier government proposal for an exchange of middle-management personnel. This proposed reci- city in managers was seen as a means to broaden perspective of the individuals concerned and to forge onger channel of communication between the pri- and public sectors. A concrete proposal had already n recommended to the Chamber's various corporate nbers.

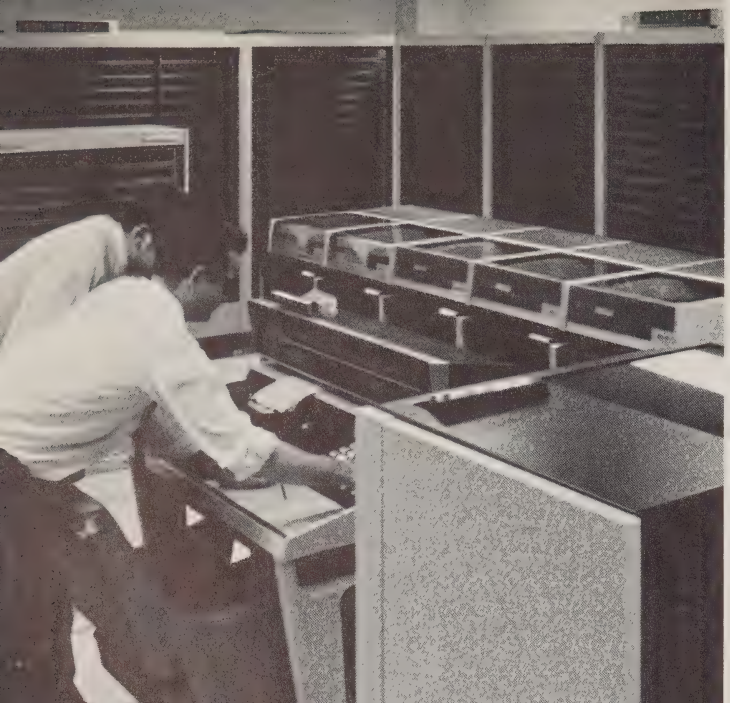
concern of the Chamber for rising inflation was essed in its support for the voluntary restraints urged he Prices and Incomes Commission, with particular hasis on the need for tight controls on "wage settle- ts that outstrip increases in productivity."



J. A. Taylor

■ **The two-stage increase in Alberta's general minimum wage rate will give the Province the highest general rate in Canada:** $1.40 an hour from April 1 and $1.55 an hour from October 1, 1970. The present rate is $1.25 an hour except for employees under 18 years of age who are entitled to 15 cents less.

The maximum deductions that an employer may make for board and lodging were also increased: $8, instead of $6, may be charged for 21 meals in a seven-day week; $7, instead of $5.25, for 18 meals in a six-day week; and 45 cents, instead of 35 cents, for single meals. The deductions for lodging were raised to $4 from $3 for a seven-day week, and to 60 cents a day, from 50 cents, when a period of less than seven days is involved.



■ **If you are an experienced computer programmer, systems analyst, or EDP manager, the computer industry is anxious to meet you.** If you are a sales engineer, particularly chemical or mechanical, a mechanical design engineer, plant engineer, industrial engineer, pollution-control engineer, accountant or personnel manager, the supply-demand curve is working in your favour. "Employers are desperate for some specialists, but other men have limited opportunities, or in a few cases, even have trouble changing jobs," reports the Technical Service Council of Toronto. A non-profit placement service sponsored by industry, the TSC emphasized in a recent report that, although total job openings are now at near-record levels, the vacancies are mostly restricted to a narrow spectrum of professional fields and employers are being extremely selective. "Many are prepared to take several months to find the right man."

At the higher levels, the situation is not so serious. Executives are wanted, although job-hunters still exceed the demand. Senior positions continue to be filled. Outside applicants must, however, demonstrate experience either in the particular industry or in a specified subarea. In a nation-wide survey of more than 1,300 employers, the TSC found that Ontario had the highest number of job vacancies, some 705 openings. Quebec had 334 openings, the Prairies and the Northwest Territories, 206, British Columbia and the Yukon, 94, and the Atlantic Provinces, 33. The demand for professionals has increased by 5 per cent from 1968.

■ **The British Columbia Federation of Labour h reiterated its opposition to the B.C. Mediation Comm sion in its annual submission to the provincial Cabin** Quoting from the report on the Swedish system by M Justice Nemetz to the effect that a Commission of th sort, to be successful, must be distinguished by t calibre of its members and their standing in the comm nity, the Federation concluded: "The B.C. Mediati Commission has failed on both counts." The br pointed out that there was reason to doubt that t Commission was employing only top-notch mediato because of "the differences in salaries of the mediati officers."

Two groups were singled out for particular mentic First, civil servants and other public employees mu have the right to strike, said the brief. Secondly, agricu tural workers were being forced into substandard livi conditions by their exclusion from coverage under t acts governing workmen's compensation and minimu wages, and by the government's denial of their rig to a union and collective bargaining.

The Federation disclaimed the charge that wages a the primary cause of inflation. The Fourth Annual R view by the Economic Council was quoted: "In perio of strong demand pressures, advances in wage rat average hourly earnings and unit labour costs typical lag behind profit gains and many price increases."

The brief urged also: that the provincial Governme participate in several aspects of environment manag ment; that the Government either reduce the financi burden of the municipalities or greatly increase the per capita tax allowances; and that a greater proportic of total provincial expenditure be spent on education.

■ **The Women's Bureau of the Ontario Departme of Labour has issued the 1970 revised edition of La and the Woman in Ontario.** The booklet, first issue in 1967, is intended to give a general idea of the la in Ontario as it affects women—as wives and mothe property-owners and workers. Since the first issue, the have been a number of important changes includin Ontario's equal pay for equal work provision in th Employment Standards Act (1969); the Ontario Da Nurseries Act (1967); liberalized divorce laws; and th exemption of widows from the federal estate tax. Copi may be obtained from: Ontario Women's Bureau, On tario Department of Labour, 74 Victoria St., Toront 210, Ont.

The provisions of the Canada Labour (Standards) de governing hours of work have been modified in ation to the shipping industry within federal jurisdic- n on the St. Lawrence River and on the East Coast cluding Newfoundland). Minister of Labour Bryce ckasey said that the order in council establishing dified standards was based on a report by Professor ques St. Laurent of Laval University. Mr. Mackasey led that its purpose is to give the industry more time djust to the full requirements of the Code, including eekly maximum of 48 hours and premium rates for rtime based on standard hours of eight a day and a week.

the duration of the Order, which expires on January 974, an affected employer will be required in normal umstances to observe a weekly maximum averaging hours over a 13-week period. He will also be required pay, at the rate of time and one half for all hours rked in excess of a weekly average of 50 hours during same period. The maximum hours may be exceeded exceptional circumstances if the Minister grants per- sion in advance. In emergency circumstances, the ess hours worked and the underlying reason must be orted to the Minister.

"Under no circumstances" should Supreme Court ges be permitted to issue ex parte injunctions in la- r disputes, states one of the recommendations in the nual brief by the Nova Scotia Federation of Labour the Nova Scotia Government. The brief argued that, general, these injunctions are sought by and granted he employer without the striking union being aware t such an application is being made. The Federation uested that it be recognized as the official labour kesman when conciliation or arbitration proceedings initiated. The provincial Government was also asked nact legislation to prevent employers from contract- out work normally performed by their own employ- , without the mutual consent of both parties, during term of a collective agreement.

ne further recommendations were that the federal vernment should provide financial assistance to the uterium of Canada Limited heavy water plant at ace Bay; that minimum wage rates should become versal in the province; that municipalities should be powered to control residential rents; and that cost living escalation clauses should be written into the rkmen's Compensation Act.



■ **Most auto workers laid off by brief shut-downs in automobile assembly plants in the United States and Canada will hardly feel the pinch in their pay cheques, thanks to the existence of the Supplemental Unemployment Benefit Plan.** Implemented in 1955, the forerunner of the present plan was intended as the first step toward a guaranteed annual wage. Originally, the companies involved contributed 5 cents an hour worked per man. Those laid off were able to claim up to $25 a week over and above unemployment insurance, which amounted to 65 per cent of a worker's 40-hour pay, after taxes, for up to 39 weeks.

Later modifications added the Short Workweek Benefit. This ensured that if an individual worked less than the regular 40 hours a week because of company cutbacks, he would receive 80 per cent of his straight-time pay for the hours lost.

At the present time, workers laid off for a week or more receive 95 per cent of their normal pay after taxes, minus $7.50 for work-related expenses, such as lunches and transportation, that were not incurred. They can continue to receive this adjustment for a year, provided that they have at least two years seniority. Although a one-week qualification period is required before the individual can receive either unemployment insurance or the supplemental unemployment benefit, only a single week period is required in each fiscal year. Because most of the auto workers now affected were laid off in shut-downs during the model changeovers last July and August, they will be eligible immediately. Furthermore, each year a worker can receive new credits based on his seniority that can give up to another year of benefits if he is laid off. In the 1970 negotiations, the United Auto Workers will seek to improve this benefit to bring it closer still to be guaranteed annual wage concept.

Labour relations around the world

■ **David A. Morse announced in February that he is resigning as Director-General of the International Labour Office, effective May 31, 1970.** His successor will be chosen by the ILO's Governing Body. Mr. Morse said that, while he has no immediate plans, he will be available in due course to resume public service at the international, national or local level. He plans to return to the United States to live (L. G., 1967, p. 350).

Mr. Morse was first elected Director-General in 1948, and his current term of office would have expired in 1973. His service is the longest of any head of an international agency. During his tenure, membership of the International Labour Organization has grown from 55 to 121 countries. Born in New York City in 1907, Mr. Morse is a graduate of Rutgers University and Harvard Law School. After a period of private law practice, he entered the U.S. government service in 1933.

■ **The World Confederation of Labour, the former International Federation of Christian Trade Unions, is celebrating its 50th anniversary this year.** Born in 1920, in opposition to socialist trade unionism in Europe, the IFCTU changed its name in 1968 to better reflect its non-sectarian image (L. G. Feb. 1969, p. 82).

At its 16th convention, held in Luxembourg in 1968, the WCL set as its aim to serve all workers of the world without discrimination as to race, creed, colour, or sex. Delegates agreed that the rights of individuals or groups must be ensured through the defence and protection of political, economic, and social interests as well as moral, spiritual and cultural interests.



David A. Morse

Japanese married women are being actively wooed return to work. The relatively untapped labour pool nposed of 40- to 60-year-old married women is seen the Japanese Economic Deliberation Council as the swer to an existing labour shortage that is expected grow increasingly critical in the next five years. Within s period, the number of 15- to 24-year-old workers expected to decrease steadily, particularly as young omen marry and retire to raise their families. Further- ore, 16,000,000 more workers will likely be required 1975 to support the present economic growth rate 10 per cent. The labour force has absorbed every an physically able to work. More people are needed d middle-aged mothers are available. At present, 00,000 women in this category are already em- oyed—but mostly as domestics or farm workers. To ccessfully mould the available supply into an eco- mic force, the Government will have to resolve three oblems shared both by Japanese and Canadian omen in this age-group: a need for vocational training; adapting simple skills to complicated tasks by using eans provided by the new technology; and for a work- y suited to those with household commitments.

Eleven countries repress trade unions, says a report Amnesty International. The organization works for edom of opinion and religion, and for the release of risoners of conscience," whom it defines as persons ysically restrained from expressing any "honestly held inion that does not advocate or use violence."

e eleven countries accused in the report are: Greece, ere 270 unions have been dissolved; USSR, where interests of the worker and the party are deemed entical; Portugal, where strikes are illegal; Mexico, ere there are government-controlled unions; Argen- a, where the Government represses strikes, and where 0 union leaders are in prison; Indonesia, where the overnment has imprisoned thousands of union mem- rs; Nepal, where "dozens of trade union officials" in prison; Pakistan, where strikes are illegal; and uth Africa, where only 3 per cent of the workers are ion members. The report also mentions Tanzania, anda, Ghana, Kenya, Brazil and Gabon as countries at menace or have menaced union independence.

Unemployment generally declined in the industri- zed countries and prosperity revived in 1969. Statisti- l information received from developing countries re- ained sparse. But it did show that unemployment and deremployment continue to be widespread, that the our surplus is increasing, and that monetary difficul- s in these countries are reflected in deteriorating terms



of trade that diminish further their already limited chances of creating enough productive jobs. These were the conclusions drawn from statistics compiled and published by the International Labour Office.

Data from some 110 countries and territories show that the rise in consumer prices continued in all parts of the world in 1969, especially in the industrialized countries. This rise was, in general, at a faster rate than in 1967 and 1968, particularly in the second half of 1969. In several industrialized countries, monetary difficulties expressed by devaluation of the French franc and revaluation of the Deutsche mark had the effect of accelerating the rise in consumer prices.

50 years ago

■ **Wrath over rents in the Maritimes, shell-outs for teachers on the Prairies, love and marriage and housing in Trail, B.C., violent death in the Ontario mining industry, another example of a man humiliated by "demon rum," and hands across the labour-management gap in Germany were some of the subjects recorded in the April 1920 Labour Gazette.**

■ **The annual convention of the New Brunswick Federation of Labour provided a social commentary on the times,** with resolutions on a multitude of topics. Amendments to the Factory Act were recommended: to forbid the hiring of children under sixteen; to legislate a maximum 58½-hour workweek; and to provide eating and dressing rooms, and separate toilets for males and females in factories.

Amendments to the Workmen's Compensation Act were approved. They included increases in allowances for funeral expenses to $100, an increase in widows' allowances to $30 per month, with an additional increase to $7.50 for each of their dependent children. The delegates insisted also that a company should be forced by the law to pay full compensation for an underage child killed in a company's employ.

Some of the demands sounded remarkably modern. Rent profiteering was decried. The delegates approved the fair rent bill submitted by the Amalgamated Labour Unions of Moncton; it provided for investigation of tenants' complaints by a board formed for the purpose. Also passed was a resolution that municipal councils be allowed to fix rents.

Teachers were spared a kind thought: The conventi majority called for legislation to ensure that sch teachers would be paid minimum living wages; th also backed the resolution that schools should be r on a continuous basis in each school district.

There were several odds and ends. One such propo dreamed of a uniform system of sanitary plumbi based on modern standards. Another denounced t carrying of more than 12 passengers in an automob

■ **School boards were generously giving bonuses el where—to compensate for an unforeseen, rapid rise in t cost of living.** The Regina Collegiate Board grant those earning over $2,000 a year a $250 bonus, a those earning less, an amount equal to 10 per cent their annual income. In Brandon, Man., the school boa gave $250 extra to those receiving the initial salary $750, and $200 to all others.

■ **There wasn't enough housing to go around in Tr B.C.** Married employees of the Consolidated Mini and Smelting Company, however, were offered a uniq system of financing if they were anxious to build th own homes. The company advanced 80 per cent of t cost of buying a property and erecting a house on t site, to a maximum loan of $2,000. The loan could repaid over a four-, six- or eight-year period, with t borrower having the option to apply sums in multip of $100 to reduce the principal at any time. At t borrower's request, the company would also supp building materials at cost, rather than the actual c for the purchase of the same materials elsewhere at ret prices. Applicants were strongly urged to use a co pany-approved building plan. If they insisted on usi their own design, the loan was contingent on appro by one of the company's inspectors.

■ **The April Labour Gazette contained a grim ode carelessness—the death statistics for the mining indus in 1918 in Ontario.** In that year, there were 27 accide in metallurgical works and quarries; 32 deaths were t by-product. Ten accidents underground resulted in deaths; 4 men were killed on the surface at the mi sites, 12 at the metallurgical works and 5 at the quarri

e highest number of deaths in or near the mines was the nickel-copper mines, mainly because of explo-es. Twenty of the 27 men killed in the mines or the tallurgical works could not speak English.

The first duty of the Railroad Labour Board in the ited States was to settle a strike occasioned by the ard's formation. The railways were returned to private nership on March 1 of that year after two years of tional control. By the Railroad Reorganization Act at effected the transfer, a Board was created that uld hear appeals by management or labour on deci-ns by lower adjustment boards if the latter failed to me to a unanimous decision. Although the new Board s to be the highest appeal authority under the Act, mpulsory enforcement of the Board's decision was not mally written into the Act. "The force of public opin-n" was to be the effective instrument and not the law.

e Board itself was to be composed of three represen-tives of labour—the unions, which included 90 per cent the railway workers in their membership, being de-gnated for the purpose, three representatives of the mpanies—the Association of Railway Executives being milarly chosen—and three to represent the public. The S. President would make the final selections in each se.

n March 2, a bipartisan conference was called for President Wilson to deal with pending wage disputes fore the new Board took office. The conference formed own wage board, which met on March 22. The dead-ck and ill feelings emanating from this board's sembly, however, resulted in strikes by some of the ions involved and produced still greater entangle-ents for the Railroad Labour Board to unravel when first met in April.

A carload of liquor gone astray brought disgrace d a considerable loss of pay for one conductor working r the Canadian Pacific Railway. The liquor was stolen om one car and transferred to another that was itched onto the conductor's train. The car was handled if empty from Dunmore to Coaldale, where it was itched out, again as if empty. The conductor saw ither of his brakemen from that time until he went f duty at Lethbridge. The front brakeman had not, fact, travelled beyond Coaldale, although the conduc-r turned in a trip ticket for him in Lethbridge. When e conductor was called to the superintendent's office e days later, he had made no report about what had ppened, although he was obviously aware of the crime that time, if not before. He was therefore suspended



without pay. More than a year later, the Canadian Railway Board of Adjustment ordered his reinstatement but withheld his pay as a just discipline for "gross negligence."

■ **In Germany, the Soviet plan for workers' councils put forward as an alternative by the Communists and the Independent Socialists was defeated, and the final German Workers' Council Law was passed in January.** The April Gazette discussed its content. "In order to protect the interests of the employees, workmen and clerks against the employer, and to help the employer in carrying out the purpose of his business . . ." workers' councils were to be formed in all factories with more than 20 employees. The size of these councils was to be directly proportional to the work force represented in each case. The Council was to consider all labour-management disputes and to do so in camera. The employer could attend those meetings summoned by him or those to which he was invited.

In stock companies, two representatives of the Council would sit on the board of directors. Although they had a seat, and a voice in the Board's affairs, however, they were not permitted to accept compensation beyond their expenses. Moreover, they were bound to silence on all confidential matters discussed. Each Workers' Council was to receive quarterly reports from the employer on the general condition of the firm. It was also to have access to his books to check on wages, salaries and "continuity of labour." Finally, a discharged employee could appeal to the Council, which could negotiate with the employer on his behalf. Political, religious or trade activity did not give grounds for dismissal.



Book reviews

White-Collar Bargaining Units Under the Ontario Labour Relations Act, by G. W. Reed; Industrial Relations Centre, Queen's University, Kingston, Ont.; 56 pages; $3.50.

In the past few decades, technological evolution and a related phenomenon, manpower revolution, have prompted a spectacular upsurge in the number of Canadians engaged in white-collar occupations. The shift from blue-collar to white-collar worlds has been nothing less than dramatic, with the latter sector now accounting for almost half of the Canadian work force.

As white-collar occupations continue to proliferate, mounting evidence suggests that white-collar personnel are edging into the trade union and collective bargaining area, formerly the privileged sanctum of blue-collar workers. The potential for organizational activity amon white-collar workers in this frontier is enormous, al though they are still not as heavily unionized as plan workers.

In order to contend with this burgeoning new force legislators have begun to gear their attention to th prickly problems associated with this new unionism particularly those of definition and delimitation. Out standing among these concerns is **How is the 'appropri ate' white-collar bargaining unit to be determined?** I response to this and other related questions, G. W. Reed Chairman of the Ontario Labour Relations Board, un dertook a serious examination of the concerns provoke by the emergent unionism, and his findings are presentl available in a booklet titled **White-Collar Bargainin Units.**

his study, the author examines the relevant legisla-
n, explores the principles and policies applied by the
ntario Labour Relations Board in determining appro-
iate white-collar bargaining units, and concludes with
ursory glimpse into the future and its potential issues.
a brief preamble to the text, Mr. Reed stresses that
chief raison d'être is to provide the industrial relations
mmunity with something that will ultimately be of
agmatic value.

r. Reed's initial step in this direction is to articulate
e most central problems besetting legislators in their
sk of defining the appropriate white-collar unit. First
all, **should white-collar workers be placed in bargain-
g units along with other employees of the same em-
oyer, or should they be in separate units? Secondly,
they are separated, should the same union that repre-
nted or was the bargaining agent for other employees
permitted to represent the white-collar group?**

he Ontario Board's latest stance on the first issue is
at, in the interests of all parties, office workers should
placed in a bargaining unit separate and apart from
her employees, despite their preference for inclusion
a bargaining unit with the other employees. The
cond issue proved much more difficult and controver-
al, but the Board's most current ruling is that any
nion, whether a local or the parent, may be certified
r both plant and office employees of the same employ-
provided that such union makes a separate appli-
tion for each unit.

r. Reed passes from a consideration of the separation
oblem in certification proceedings to the situation that
curs when an employer voluntarily recognizes the
nion, and the parties enter into an agreement without
ior certification. Under these conditions, a different
inciple holds sway: that is, the parties may include
ant and white-collar workers in the same agreement.

much graver issue has to be faced when one attempts
demarcate the boundaries of the white-collar group
self. **Is this group homogeneous from the standpoint
its appropriateness for collective bargaining, or is it
ore realistic to maintain that, within its ranks, a com-
munity of interest and a "functional coherence and inter-
dependence" does not prevail?** After all, argues Mr. Reed, included in such a description are ordinary office workers, plant clericals, technical personnel, persons engaged in sales, administration, and finance, and professional and semi-professional people, all having varying interests and skills. What then is the appropriate bargaining unit or units for such persons?

The Board provides no steadfast answer to this question. It neither considers it feasible nor advisable to attempt to formulate rigid rules for application in determining an appropriate bargaining unit but prefers to deal with white-collar units on a case-by-case basis.

Further problem areas brought out for exposition and treatment by Mr. Reed revolve around the bargaining status of factory clericals, office cleaners, sales staff, technical personnel, professional employees, and "24-hour" employees (part-time employees), students, and management trainees, as well as around statutory exclusions pertaining to managerial and "confidential" personnel. Much progress has been made in defining the rights and prerogatives of these sundry white-collar types, although it appears that a "gray zone" of equivocation still remains.

Mr. Reed proposes the following as potential developments in the field of white-collar unionism: Demands for extension of collective bargaining to some professionals and to employees at the junior management and supervisory levels; a continuing reappraisal of the appropriateness of the office, clerical, and technical unit as the increasing number of technical employees will lead to demands for separate bargaining units for this class of employee; an attempt by the trade union movement to organize civil servants; and finally, demands for accessibility to wider bargaining unit, than exist at present.

By way of summary and conclusion, Mr. Reed proposes that **whatever the situation is in the future, it must be made clear that the determination of the appropriate white-collar unit will continue to grow more and more complex.** As all jurisdictions can expect an upsurge in organizational activities among white-collar workers, they must assist today in the quest for practical solutions to the problems that will arise tomorrow.

A new contract for the longshoremen

After having rejected three previous proposed contracts, the West Coast longshoremen finally ratified, on February 12, the latest settlement terms developed during their contract dispute with the Maritime Employers' Association of British Columbia.

After the second rejection of settlement terms in November 1969, officials of the International Longshoremen's and Warehousemen's Union suspended strike action for three months (L. G., Jan., p. 26). The membership had voted to return to work under a three-month extension of the old contract, in order to allow the union time to consider its position and to hold elections for its 1969-70 slate of officers.

After the elections, a new group of union negotiators met with the employers in January. Early in February, the representatives of both parties worked out a new settlement that extended the contract two and a half years from the date of signing—or three years from the expiration date of the old contract. The total wage increase over the term of the contract was $1.15 an hour.

The union presented the new settlement to its membe ship on February 4, but it was again rejected—this tin by a narrow vote of 51 per cent against—and the stri began on February 5. The following day, federal med ator W. P. Kelly brought the parties back to the ba gaining table, and Labour Minister Bryce Mackasey fle to Vancouver on February 6 to join in the negotiation With the Minister participating, mediation continue without a break throughout the weekend, and agreeme was reached in the early morning hours on Monda February 9.

The final settlement included the same wage increas as before: a total of $1.15 an hour, spread over th three-year term of the contract. Among the maj changes in the new collective agreement were: reductic of availability requirements in the wage guarantee rul inclusion of a greater number of employees under gua antee; modification in the basic size of the deep-sea sh gangs; and restrictions on shift extensions.

Another major change was the inclusion in the agre ment of specified gang sizes for special operation Under the agreements previously rejected, these speci operation gang sizes had been eliminated, with th understanding that the companies would use th



mber of men they considered adequate, and that the ion would have the right to grieve and submit the spute to arbitration. **In the new agreement, the gang es for special operations are subject to change by gotiation.** If a disagreement arises in this area, the companies must take the dispute to arbitration; and the job arbitrator will rule on the basis of "all the men necessary and no unnecessary men."

After membership meetings had been held to discuss the proposed agreement, the ILWU conducted a referendum vote. With the exception of the membership in New Westminster, most of the locals were in favour of the settlement. The new contract was ratified by a majority of 55 per cent—and the West Coast ports resumed operations on Friday, February 13.

The dilemna at Québec ports

The appointment of a dock board is one of the main recommendations of Judge Arthur Smith whose Report of Inquiry into Certain Conditions, Conduct and Matters Giving Rise to Labour Unrest at the Ports of Montreal, Trois-Rivières and Québec, Qué., was released in February. Judge Smith was appointed to make the study in 1968 (L.G. 1968, p. 262).

In releasing the report, Minister of Labour Bryce Mackasey said: "The terms of reference of the Commission briefly stated, were related to conditions, conduct and matters not part of normal trade union activities, giving rise to labour unrest. These included such areas as pilferage, theft, and corruption. The terms of reference also included employer and business practices not part of or dealt with in collective bargaining, but giving rise to labour unrest. These included methods of dealing with cargo at the ports, the methods of exercising discipline, and the methods of maintaining a standard of good conduct."

The Commission began its work in the autumn of 1968 and gave its report to the Minister in October of 1969. The inquiry grew out of the settlement of the stoppage of work in 1966 that tied up the St. Lawrence River Ports for 38 days.

Mr. Mackasey continued: "It is encouraging to note th since the settlement of 1966, and more particularly sin the recent three-year contract signed in April of la year, there has been a marked improvement in labo relations in the Port of Montreal. This year, there h been no time lost through illegal work stoppage, ar the collective agreement is being respected to a mu greater degree than in previous years due, in no sma part, as a result of the work of Judge Alan Gold Montreal, who acts as mediator and arbitrator of da to-day problems on the port. We must note also t greater responsibility on the part of the various unio locals involved as well as a serious effort on the pa of management this year to deal with the unions throug their newly formed Maritime Employers Association Recently, the Canadian Importers Association indicate that the number of cases of pilferage reported we reduced from 400 to seven, indicating that certa measures introduced in recent years by the Nation Harbours Board are proving effective, Mr. Mackas noted.

"I am also pleased to note that **many of the recomme dations of the report have already been implemente Nevertheless, it would be unfair to me to leave the i pression that labour-management relations at the por of Montreal, Trois-Rivières and Québec do not lea much to be desired . . .** While the Government will tak no action on any of the recommendations until all pa ties concerned have had an opportunity to give consi eration to the recommendations and have made know

eir views on these recommendations, it is my intention implement as soon as possible those recommendaons which the Government thinks will improve indusal relations at the three ports regardless of what mporary disruptive effects these may have on certain oups of employers or unions."

ıe following is a summary of principal recommentions of the report:

ıat a Dock Board be appointed, composed of a chairan and two advisers appointed by the Minister of ıbour. The Board's powers would include: supervision ıd discipline; registration and licensing of longshoreen; identification of persons having access to the ports; eration of hiring halls; arbitration; information and mmunication; instruction and training programs; omotion of labour-management consultation; author- to examine books of union and management; auority to enforce the collective agreements summarily;

at a permanent joint planning committee of technical visers be established, on which labour and manage-

dge Arthur Smith



ment would be represented, to study and forecast technological change and to plan for manpower adjustment;

that the Department of Labour provide its labour-management consultation service at the ports;

that, through a form of accreditation of employers, shipowners and shipping agents be excluded from the bargaining relationship, which would be carried on by the stevedoring companies and the longshoremen;

that the Canada Labour Relations Board be given the power to order the integration of local unions of the International Longshoremen's Association;

that the administration of the three ports be taken out of the hands of the National Harbours Board and placed in the hands of local harbour committees, with labour and management being represented on the committees under the chairmanship of a government representative with a casting vote;

that the National Harbours Board complete and improve steps for reorganization of port police forces, fencing of harbour property, establishment of marshalling yards, use of a new form of dock receipt, the establishment of a cargo loss bureau;

that the watching services of private employers at the ports be integrated with harbour police forces;

that the new procedures be adopted for the checking, sorting, and delivery of cargo;

that amendments be made to the National Harbours Board Act with respect to proof of ownership of cargo at the Port of Montreal; and

that by-laws of the National Harbours Board be enacted to prevent gambling, loan-sharking, and drinking on the waterfront.

Replying to the report, the National Harbours Board released a statement saying that it "agrees with most of the conclusions, suggestions and recommendations within current NHB jurisdiction, especially in view of the fact many of them, already acted upon, were based on internal NHB plans and studies submitted to the Commission by the Board. Many other plans were implemented during the course of the inquiry and still others were withheld pending the results of the inquiry.

"The Board, however, is astonished that the Commission did not report on the major points of alleged 'corruption, bribery and kickbacks' contained in its terms of reference, especially in view of the wide publicity given this area of the terms of reference at the time the then Minister of Labour, J. R. Nicholson, announced the Commission's appointment. At the same time the Smith Commission did not hesitate to go beyond its terms of reference in its statements on the type of port administration concerned with the management of St. Lawrence River ports."

The Board considered it unfortunate that the Commission report did not differentiate between the head office of the National Harbours Board and the local port managements, that have "always had the authority to take necessary actions or make recommendations on action to be taken."

This deficiency in the Smith Report, the Board said, will make it "virtually impossible for anyone not familiar with the direction, administration, and delegation of authority within the NHB to make the required distinction as to areas of responsibility between the Board and its port officers. Contrary to the Commission's report, local port management has had authority to take action in many areas covered by the report and within the National Harbours Board Act legislated by the Parliament of Canada. As a result of reports of increasing pilferage and theft and in the absence of proper action, the Board had to take initiative to improve the situation." The Board said that the Commission made little or no distinction in its findings whether allegations of criminality at the Port of Montreal occurred prior to or since the reorganization of the NHB police and security force. "The Inquiry report also appears to have completely ignored the fact that the Port of Montreal is located in an area that has suffered an unparalleled and spiralling crime rate in recent years. The concept of integrated terminal operations, designed to improve cargo-control systems in the ports, has been proposed by NHB head office for several years. However, again because of local reluctance at Montreal to accept change, NHB in Ottawa had to take the initiative by establishing its Terminal Operations Committee."

The Board said also that: **"Amendments to NHB by-laws covering gambling, intoxication, illegally conveying liquor, and provision for a 'pass system' for entry to NHB property have been under preparation for a long period and soon will be issued.**

"The Commission's recommendation to establish a 'local dock board' is within the competence of the Department of Labour. The Board considers this requires more study than the Smith Commission apparently has been able to give it. Some aspects of the recommendation could have application in most harbours under existing legislation. However, it would be fundamentally wrong for the same body to issue and revoke registrations and licences of private individuals while at the same time judging appeals from its own decisions.

"Hearings and appeals in the matter of criminal histories of individuals and their right to continue working on the waterfront might better be the responsibility of the Department of Labour or the National Parole Board, in particular the latter, in view of the proposal to eradicate criminal records of individuals after proof of five years of good behavior following sentence. This will be the National Parole Board's responsibility if enacted by legislation which has been given first reading in the House of Commons."

Québec's new minimum wage

uébec has announced increases in minimum wage rates at will bring the general minimum wage to $1.50 an ur by November 1, 1971. In the process, a prov-ce-wide rate will replace the present two-zone system, ıder which the minimum is higher in the Greater ontreal area (Zone I) than in the rest of the province one II). In addition, beginning May 1, 1970, a new ertime rate of double the minimum rate will be pay-le after 60 hours a week.

ıe ordinances governing service establishments and otel trade establishments have also been reissued, with milar changes. Under these two ordinances, minimum ages will be increased to $1.35 and $1.30 an hour, spectively, as of November 1, 1971. Overtime rates ll be payable after 48 hours a week, instead of after hours.

ıe minimum wage increases are to go into effect in ur steps. On May 1, 1970, the general rate for employ-s 18 years of age and over will be increased from .25 an hour in Zone I and $1.15 an hour in Zone to $1.35 and $1.30. These will be further increased $1.40 and $1.35 on November 1, 1970. On May 1, 971, a province-wide rate of $1.45 will go into effect, hich will be increased to $1.50 on November 1, 1971.

ıe minimum rate for service establishments will be ised from $1.10 an hour in Zone I and $1 an hour Zone II to $1.20 and $1.15 on May 1; to $1.25 and .20 on November 1; to $1.30 on May 1, 1971; and $1.35 on November 1, 1971.

n the same dates, the minimum wages established by e hotel trade establishments ordinance will be raised om $1.05 in Zone I and $1 in Zone II to $1.15 and .10; then to $1.20 and $1.15 followed by a prov-ce-wide rate of $1.25 an hour and, subsequently, by .30.

The rates for employees under 18 will be increased at the same time, and will at all times be 10 cents less than the adult rates established in each of the three ordinances. The present rates for young persons are $1.05 an hour and 95 cents an hour under the general ordinance, 85 cents and 80 cents in service establishments, and 95 cents and 90 cents in hotel trade establishments. After May 1, special rates will no longer be in force for probationary employees during their first 60 days of employment.

The maximum deductions that may be made for room and board will be increased from $15 a week to $17, as a result of raising the allowable deduction for accommodation provided by the employer from $3 a week to $5. The charge per meal remains unchanged at 60 cents.

All three ordinances include a table of overtime rates that are equivalent to one and one half times the minimum rate after 48 hours a week and double the minimum rate after 60 hours. At present, the general ordinance stipulates overtime pay of one and one half times the regular rate after 48 hours a week. In service establishments and hotel trade establishments, overtime of one and one half times the minimum rate is payable after 54 hours. Persons on fixed wages earning certain weekly minimum amounts will no longer be excluded from the overtime provisions. Watchmen and persons employed in fish processing and seasonal food processing, who presently are not entitled to overtime pay, will be entitled to double time after 60 hours.

In line with changes made in all recently reissued ordinances, **a weekly rest period of 24 consecutive hours must be granted to employees. Two 18-hour periods may no longer be substituted.**

After May 1, fewer types of employees will be completely excluded from the coverage of the ordinances. Several groups, particularly various categories of students, will be excluded only from the minimum wage, waiting period and call-in pay provisions. General Ordinance No. 4, 1970; Ordinance No. 5, 1970, Service Establishments; Ordinance No. 8, 1970, Hotel Trade Establishments; all gazetted January 1, 1970, effective from May 1, 1970.

The new initiative from Québec management

The following is Part 2 of an article on Le Conseil du Patronat du Québec, by Montreal journalist Claude Lemelin. It consists of an interview with Conseil President Charles Perrault.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Charles Perrault is an experienced businessman. He has been for several years General Manager of Casavant & Frères, Saint-Hyacinthe, Qué. But Mr. Perrault is also most familiar with the process of economic consultation—the growing number of advisory bodies that governments have set up in recent years to assist them in the difficult task of devising and implementing policies.

He was a member of the now-defunct Québec Economic Advisory Council, and of the Royal Commission of Enquiry on Taxation in the Province; and he currently sits on the Economic Council of Canada, the Advisory Council of the Federal Department of Trade and Commerce, and the Québec Advisory Council on Labour and Manpower. Mr. Perrault granted Montreal journalist Claude Lemelin the following interview on the orientation he plans to give Le Conseil du Patronat.

How do you foresee the role of Le Conseil du Patrona in the Québec economy?

This is obviously a new initiative in North America One should exercise caution in defining its role an future course of action, because we are feeling our wa in unknown territory, and because we expect reaction quite different from those observed in Europe, wher employers' councils have long been in existence. Th social and economic environment in North America, an above all the considerable influence of the United State on Canada, impose upon us constraints our Europea counterparts do not experience, and restrict us to les ambitious goals.

Le Conseil du Patronat is, however, an authentic mani festation of employers, who felt the need to speak fron now on with a single voice; and this chiefly becaus they must cope today with the growing influence o governments in a great many areas. Nowadays, whe public authorities intervene more than ever in such area as labour relations, economic development and educa tion, it is absolutely necessary that Le Conseil be abl to act in concert with the various economic agents—an management is the most important of these. The pre vailing organization of management did not facilitat such joint action; the representative structures were fa too diverse. This complicated somewhat the operation

the Québec Government; and it regularly expressed irritation and has called for a more efficient machin- for consultation. This machinery is now available the guise of Le Conseil du Patronat.

ıt couldn't the existing organizations, such as the anufacturers' Association or the Chambers of Com- erce, have acted as management spokesmen with the overnment?

ıey did to a certain extent, and sometimes very well. ıt the economic structure of Québec is very diversified. ıe manufacturing sector is responsible for only a little ver a quarter of the overall economic activity. The anufacturers' Association, to come back to your ample, could not therefore represent the tertiary sector he service industries—nor the greatest part of the imary sector.

s for Chambers of Commerce, their ambit is a very ide one, so wide that they think of themselves more community organizations than employers' associa- ons. They take in trade unionists, professionals, all nds of people. In fact, Chambers of Commerce refuse e management label; they even purport not to be ncerned with the promotion of employers' interests. o they couldn't solve the employers' problem of repre- ntation.

o Le Conseil du Patronat intends to be the employers' okesman with Government. But spokesman for what? o prompt governments to adopt laws or programs that e more favourable to employers? Or rather to make em aware of the principles that, according to employ- s, should govern the organization of the economy and ciety at large? Or is Le Conseil ready to engage in ore concrete negotiations with Governments and Trade nions' Congresses? Of these three different functions hat of a pressure group, of interested counsel, of nego- ator at the highest level), which one seems to you the ost important?

et us start with the function that appears to me the ast important, that of bargaining agent. Le Conseil u Patronat does not intend at the moment to partici- ate in negotiations at the provincial level, or even at



Charles Perrault

the level of industrial sectors. And this for many reasons—the main ones being the terribly open structure of the Québec economy, the fact that Québec firms operate in the Canadian common market, the very large number of decision-making centers located abroad. And this is not part of our tradition . . .

Therefore one might as well forget in Québec the kind of collective bargaining for the whole economy that is practised in Sweden . . .

I doubt that we will ever reach that point. It is much more likely that, in the coming years, we will witness an extension of bargaining by sector. It is already being practised in several industries—construction, furniture-and-shoe-making—through decrees and through the extension of collective bargaining. In other areas, we notice a bargaining system with a close approximation: trade unions negotiate a master contract with a firm, the main provisions of which are then incorporated into agreements negotiated with other firms in the same industry. It is true that, currently, many employers do not want to hear about bargaining by sector; but I think they will eventually feel a need for it. Le Conseil will then be able to lend a hand—without, however, being a direct participant.

One could at least envisage a centralization of the auxiliary services employers need to negotiate. I'm thinking, in particular, of a wage, price and productivity research bureau that would make basic data available to the firm.

This would be a very useful initiative, and we are planning something like it. Research is already being done, and statistics being gathered, in most industrial associations, and also in certain firms. We plan, first, to co-ordinate and make fuller use of what is being done, and then to fill the gaps we are sure to discover, so as to build up progressively the kind of data bank you are talking about. This would be both more efficient and less costly.

The ideal, of course, would be to create a source of statistical material that would be available to employers and unions alike, the accuracy of which would be questioned by neither party—in short, to extract from the bargaining field a statement of the problem and the facts involved.

But given that collective bargaining is out of the question, what is to be the main function of the CPQ?

It is undoubtedly the definition and representation before Government of the employers' position regarding the initiatives the latter may take—what you call the role of an interested counsel. In this respect, we intend to operate openly, through official rather than unofficial representations. This does not mean that in principle we will shy away from lobbying tactics. We are in a position to use the lobby and the notion is not repugnant to us.

But we would first like to exhaust all possibilities of joint action. This evidently implies that the unions will be willing to sit down with us; it also implies that the Government will be ready to accept the consensus that could appear between both parties, and settle the issue only when their respective positions are irreconcilable.

But surely you will admit that there are cases when the Government has loftier objectives to promote—objectives that go beyond the joint interests of employers and trade unions?

Naturally. After all, the Government represents th whole of society. What I deplore is that the Governmen in the field of labour relations as in other fields, ofte imposes legislation that is acceptable to neither party And I'm particularly weary of precisely those situation where the positions of employers and unions would clas so violently that the Government would deem it neces sary to impose a solution.

This is why the initial work of the Québec Advisor Council on Labour and Manpower (L.G., Feb., p. 115 deserves close scrutiny. This new institution should en able public authorities to bring out in the open an potential union-management consensus. The Advisor Council includes five union representatives and fiv employer representatives under a full-time presiden A permanent secretariat has been set up to undertak the research work necessary to enlighten its discussion: It should be possible within the Council to exchang ideas, to define principles, to draft projects, to examin these from all angles, in order to fit them to our need and thus arrive at a common attitude.

This is a valuable process, and it can yield effectiv results—provided that the activities of the Council ar adequately planned, and provided also that both em ployer and union representatives can occasionally ris above their own narrowly defined interests, while keep ing those they represent well-informed of their progres and themselves at least as well informed of sentiment at the grass-root level.

Some trade unionists, among them Claude Mérineau former secretary general for the Québec Federation o Labour, claim that the consensus you are talking abou will be established only on rather marginal aspects o labour relations—that there will always be more or les irreducible opposition on fundamental issues. He con cludes that the Government will always have to play th role of an umpire, and take over when discussions be tween employers and unions drag on. What do you think

It is obviously a safe position, since it is the traditiona position, based on the historical experience of union managment relations in North America. I do not den the necessity of final arbitration by the Government But I hope that, by bringing together authorized spokes men, by making available to them an efficient machiner for consultation, they will be able to avoid the traditiona shoals of union-management relations by recasting then in a broader context, that of a joint search for th common good, beyond the narrow framework of recip rocal interests. This should be all the more possibl because the unions, as well as the employers, have t

it up with the consequences of their disagreements, id the alternatives—sparring and fighting and lobbying id political manoeuvers—usually yield dismal results.

ill this not require from employers a generosity that is not come to them easily in the past?

es, I believe so. Besides, in our statement of principles n labour relations, we clearly condemn the ultra-conrvatism, the rigid attitudes of a certain management. his is precisely one of our goals—to change for the etter the attitudes of employers.

et, it has been feared that Le Conseil du Patronat might ecome the tool through which the employers—that is ie privileged, the wealthy—would apply pressure on overnments to maintain the status quo—or worse, pass eactionary laws.

hope this will not be the case—and I'll certainly have word to say on that—because, you see, what many mployers criticize about the management image, is recisely the reactionary image. The most enlightened mong them ardently wish that the attitude of employers general could be more modern, more forward-looking. Many sit on the governing bodies of universities nd hospitals, and on school boards, so they could not elp but acquire the social concern that they have been nable, unfortunately thus far, to express and channel sefully. This is why management has regularly given ie impression of resisting change, of being anchored in ie status quo, of being against all kinds of innovation.

s this not true with many employers?

Unfortunately yes—and in my capacity as chairman of ie CPQ, I often come in contact with them. All I can ay is that I do not share in their opinions; and the ame goes for the best employers. I hope that we will e able to exert a strong enough leadership so that the ttitudes projected by management as a whole will be lynamic and modern.

But the CPQ is a federation of industrial federations; the base of the movement is therefore very far from the top where you are yourself. What means do you have at your disposal to bring back into the fold a rebellious federation or member firm that would have dissociated itself from the positions adopted by the CPQ's majority?

I must confess that such a situation has not occurred yet. I have been comforted by the open-mindedness shown so far at meetings of the board of directors, where you find representatives of both big business—often foreign-owned—and smaller firms; and believe me, their approach, and even their interests, do not always coincide! In spite of that, we have been able so far to reach unanimous decisions on most of the questions we've examined; it did not always go smoothly, but it was much easier than I expected it to be at the outset.

But to come back to your question, I may say that, as the Government, the unions and the public come to recognize Le Conseil du Patronat as the authorized spokesman of employers, seek its opinions, and cooperate with it, it will become more and more difficult for a firm or a federation to rebel. First of all, they will get involved—they will be expected to be concerned with the common good. Then, the pressures of public opinion may prompt some to change their views, or at least to hush them up when they are opposed to those of the rest of management.

Some people have already criticized the CPQ for sticking to trifles, for adopting irrelevant positions. In your statement of principles of labour relations, for example, you recognize the legitimacy of trade unionism in society. Does this recognition not come so late as to lose all interest?

Perhaps, it's coming late, but it's still a step forward. Moreover, it's the first time in North America that a management association has officially recognized trade unions. In my opinion, this is not a trifle, especially if one considers that this statement was supported not only by big business, where trade unionism has penetrated long ago, but also by trade and industry sectors, where the rate of union organization is very low, and where one finds mainly small firms, traditionally opposed to unions.

Can one conclude that Le Conseil du Patronat favours the extension of trade unionism? After all, only about 35 per cent of Québec workers are unionized; in other

countries—Sweden, for example—the organization rate is much higher.

It is certainly not the role of the CPQ to organize non-unionized workers! But I do admit that, in certain sectors, unions are facing serious problems. If unions changed their attitude and behaviour, by the way, perhaps small employers would become less mistrustful of them. Union recruiting would be all the more easy.

Quite evidently, any piece of legislation that would modify the conditions of unionization would be very carefully studied by employers' representatives; this is precisely the type of initiative that would be brought to the attention of the Advisory Council on Labour and Manpower. Le Conseil du Patronat would be as open-minded as possible. But, I repeat, it is not our role to recruit union members—nor to create problems for the employers!

But would it not be simpler to state that, in every firm with more than 10 or 20 employees, there should be a union, and that's it? No more recruiting campaigns, no more certification procedures. Unions would be everywhere!

It would indeed be easy to solve all problems that way—by dictates. But I can foresee all kinds of difficulties. First of all, one would have to decide which union would organize which workers. And what would happen where a union already existed? The conflicts of jurisdiction, the inter-union rivalries would be multiplied tenfold.

Besides, I firmly believe that the usefulness and the efficiency of a union depend to a large extent on the energy it must exert to survive. If you consolidate the position of a union in an enterprise in such a way that it is no longer possible to get it out, it seems to me it could very easily become lazy, and that the quality



the services rendered to its members would deteriote.

oesn't the Swedish experience go against what you are ying? Trade unionism has entered all sectors of the vedish industry. Yet, the Swedish trade unions cannot accused of ill-handling the interests of their embers—nor of being lazy. On the contrary, they are rhaps the most modern, the most dynamic unions, in e world.

don't believe that, even in Sweden, the unionization enterprises is imposed by law; it derives, rather, from social consensus. The very high rate of organization the country reflects also the important role played the confederation of workers—as well as the employs—in the economy. The Swedes have gradually set up extraordinary system of labour relations where the overnment hardly interferes—at least not in the way does in North America.

overnment intervention has been replaced by an exemely complex process of negotiations between emoyers and unions that leads to solutions acceptable both parties, and which the Government has but to nplement later on, if need be. Consequently, it is only atural that virtually all workers should want to take dvantage of this system. Trade unionism has thus beome in Sweden an essential social institution besides eing an instrument for the promotion of its members. ut this has been possible only because of the existence a very stable equilibrium of forces between employers nd unions.

ow that you mention it, didn't the establishment of Le onseil du Patronat modify the equilibrium of forces in uébec? For, in the face of an organization that brings ogether the great majority of employers, one still finds ree confederations, representing only about 35 per cent f the workers.

don't know. I didn't consider the situation from this spect. It seems to me, however, that to the extent to hich unions take into account the interests of all wage arners, and not just their members, this situation should ot cause any major problem. But the machinery could rely get bogged down should the unions adopt antiocial positions, as they did during the strike of the lontreal Transport Commission last year. It's certainly ot by calling strikes at the expense of the smaller wage arners that unions will best serve their cause.

Economic development

Let's talk now about economic development policies, which also present a direct interest for employers. How do you conceive the role of Le Conseil du Patronat in this field?

I have very ambitious views on the subject. Management must play an active role in the development of economic policies in Québec. It must contribute something. It must throw in new ideas, suggestions that will enlighten the Government and get things moving—not just sulk or rant at the proposals of others. Not just make statements after—seldom before—every new piece of legislation, every budget, every white paper is tabled. What should be done? The first thing, in my opinion, is to turn away from the beaten track. **Come to think of it, management hardly ever puts forward any new ideas. Some crop up from time to time, but most of the time the image of management is pretty much like the one you were describing a while ago—against health insurance, against the Carter Report . . . against this, against that.**

In order to change this situation, some kind of "incubator" of new ideas on economic development will have to be set up within Le Conseil du Patronat. In other words, some research must be done, prospective research, and then a machinery set up to broadcast our findings throughout society. Then people will say: This is fantastic! And employers will be pleasantly surprised to find out that they, too, can propose innovations for the economy as a whole.

Consider the experience of American firms in ghettos, where they committed themselves to create 100,000 jobs a year from the hard-core unemployed—men who are so used to being unemployed that they had to be traced and brought out of their slums. It is a remarkable achievement, at least judging by first results. This socio-economic program was started, organized and carried out by management—and by very large firms, too. Henry Ford was the chief instigator of the project. It's an excellent example of the kind of initiative that,

quite often, only management can take, because it has the necessary expertise or some other advantage over Government. In this case, the Government could not have reached the unemployed involved, because the latter were suspicious.

But, more correctly, what initiatives could Le Conseil du Patronat take to accelerate the growth of the Québec economy and thus help achieve full employment? In this respect, shouldn't the employers, collectively and even individually, reappraise their social behaviour? It has often been said that Québec firms have invested less in 1969 than they could have, because of what is called the "political instability" of Québec. Shouldn't the CPQ try to reverse this trend?

Certainly. I am personally convinced that certain investments have not been made, or have been delayed, because the future that was foreseen by the firms involved was too uncertain. Obviously, we must look into this problem, because it is urgent to stimulate investment in Québec. But quite frankly, I do not really know how. It seems to me that, in any case, it would be advisable to mobilize the savings that are piling up in the Caisses Populaires, so that they might make a greater contribution to the financing of economic expansion in the Province.

I would also like to see the businessmen participate in drawing up and carrying out regional development programs. Their lack of interest in this area nowadays is incredible! What does the average businessman know about the economy of his region? What does he know about its future, its potential development? What has he done to achieve it? More often than not, he has tried to obtain for his region advantages that could not be granted to it directly, or he has entertained about its future development ambitions that belong more to the realm of myth than to the world of reality.

Shouldn't the specific function of employers be to bring government projects back on the track of efficiency and profitability in social terms?

Let us say that, with the creation of the federal Department of Regional Economic Expansion, we are entering a new era. Let us hope that the Québec initiatives in this field will be closely tied to those of Ottawa. Le Conseil du Patronat can certainly play some kind of role—still to be determined—according to the means it has at its disposal. It must at least favour for Québec a certain decentralization of the economy that would take into account the economic future of the various regions. One must be very careful in this respect. Obviously, there are regions in Québec that should be strongly stimulated; but the same could not apply to the Lower St. Lawrence and Gaspé areas, where the possibilities are limited.

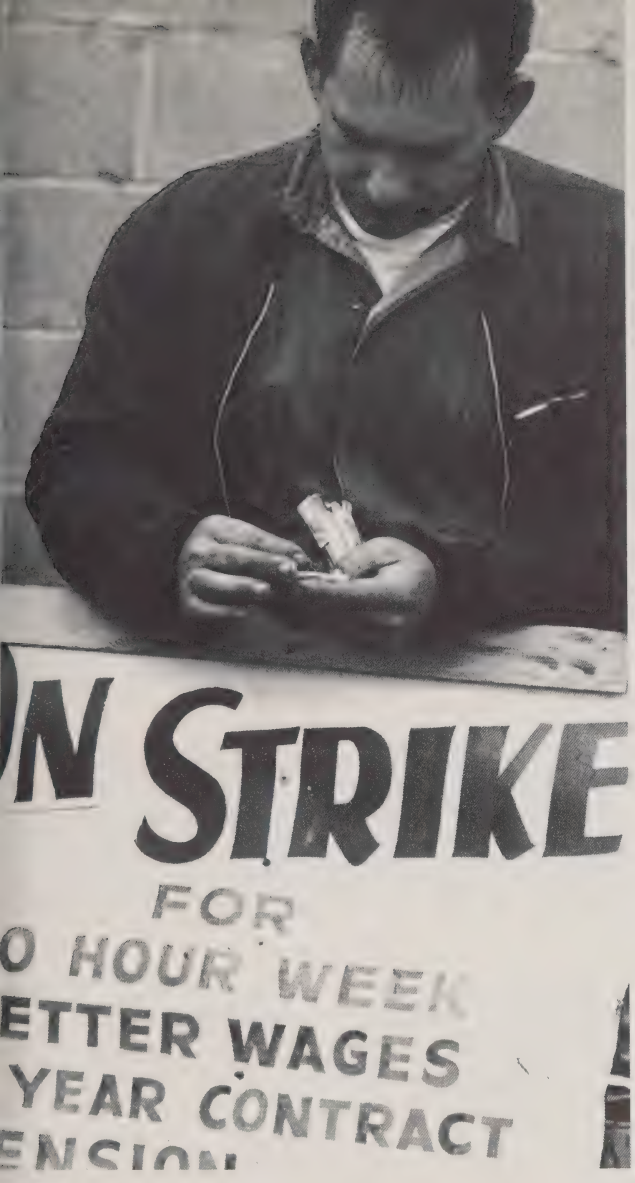
Could the lack of economic development in Québec no be ascribed in part to its managers, who are mainly businessmen and very seldom entrepreneurs or innovators?

No doubt the spirit of enterprise is spread rather thinly in Québec. But one also notices a lack of good administrators, of good managers, who can operate an enterprise efficiently. Not necessarily those who have genius-type ideas, or who succeed in increasing their business tenfold within three years, but those who are able to take over a declining business and restore it to its previous condition, or to merge two firms that were going their mousy little way and improve their performance. In short, men who know how to inject life into their business by applying good management principles.

What could be done to obtain business managers of this calibre?

A greater number and better quality of candidates should be attracted into business schools. As for entrepreneurs, it is unlikely that we shall get them from universities. The spirit of enterprise is the expression of the personal qualities of the individual. One can create a climate favourable to the sprouting and blossoming forth of an entrepreneur, but he cannot be trained. You may become a good businessman, but you have to be born an entrepreneur.

But to ensure improvement of the management of Québec firms, should we have to wait for the universities to train a new generation of businessmen? There is a lot of talk today about the retraining of workers. Should we not think also about retraining managers?



There already exist many well-structured programs for the training of management—among others, those of the Centre des dirigeants d'entreprise—which are carried out with the co-operation of the Québec Government. No doubt businessmen who have never learned management techniques must be retrained. Even those who have the most marvellous diplomas should constantly improve themselves and learn about the new methods and systems that regularly come forward.

But if one looks more closely at the situation of the small Québec businessman, does it not become apparent that he should first be made to realize the advantages of recapitalizations and mergers, and of all those organizational techniques that increase the potential growth of firms?

This is one of the first problems Le Conseil du Patronat has looked into. I myself made a casual study of mergers for small and middle-sized firms; I gathered information necessary for setting up a research project which, I hope, will give us some of the elements required for a solution. I was also able to consult a French expert, Robert Holtz, who explained to me the functioning of community services agencies for small firms. This is a formula that should be explored carefully, at least for certain sectors of the Québec economy. But it is not a miracle solution, because it seems adapted mainly to the situation of very small enterprises, whereas when we talk of business mergers in Québec, what we have in mind most of the time are those establishments that have already reached a certain size.

One last question. Québec is currently the only Province in Canada to have an employers' federation. Would you wish this formula extended to other regions of the country? Could we think about the eventual establishment in Canada of a national council—a body composed of provincial councils formed by federations of employer associations?

I would hope so. You know, a certain number of employers have already made a few years ago a project study on the opportunity of ensuring nation-wide representation of employers. They concluded that, given the primacy of the provinces in fields like labour relations, natural resources and taxation, it would not be useful to set up a single national organization. All initiative in this field would thus have to be structured on a provincial basis.

When we organized Le Conseil du Patronat in Québec, we got in touch with those employers. Their reaction was positive, because the formula we had retained was in agreement with their conclusions. Should the Québec experience prove valuable, I think that it will give rise to similar initiatives in other provinces. It might be possible eventually to get all Canadian employers into a single organization for those occasions when representations have to be made to the central Government on questions of national concern.

New forms of income distribution

Who is eating high off the hog? According to the Ontario Federation of Labour, not the 20 per cent of Canadians who live in poverty conditions nor the other 20 per cent who live on the verge of poverty—the large majority of them hard-working, responsible citizens. In fact, if you're one of those people who adopt prototypes of the poor as a collection of lazy, dissipated spongers then the admonishment seems to be that it's high time to reappraise your thinking.

In line with this attempt, and their ultimate goal of redressing the imbalance between the haves and the have-nots, the OFL is campaigning for an overhaul of Canada's social security system as their program for Citizenship Month, February 1970. The theme of this campaign is the need to institute a guaranteed annual income program in Canada so that wealth will be more equitably distributed.

"Guaranteed income is not simply more of that free stuff," argues Gordon McCaffrey, citing Prime Minister Trudeau's reference to public welfare assistance. **"It is neither a panacea nor a pipedream."** Mr. McCaffrey, the Assistant Director of the CLC's Legislation Department, says that, **"It is just another one of the useful tools moving us closer to our goal of equal opportunity and the development of each person toward his own life goal."**

Addressing a January conference on "New Social Policy for Canada," sponsored by the Ontario Federation of Labour, Mr. McCaffrey dealt with the key questions raised by the subject of guaranteed income and its potential place in Canadian social policy. He said that most guaranteed income proposals are variations of the negative income approach advanced by Milton Friedman, a Chicago economist. According to the Friedman formula, a family with an income below the official poverty line would receive an income supplement based on a percentage of the difference between its income and the poverty line. The OFL supports a negative income tax program as the optimum path to the elimination of poverty.

In response to the question of why guaranteed income plans have been proposed in the first place, Mr. McCaffrey answered that **there are those who fear that massive unemployment will come with increasing technological change, automation, and cybernation and that the only way to relieve the resulting burden on the individual and society will be to embark on radically new forms of income distribution.** At the other extreme are those who believe that guaranteed income would simplify public welfare operations and enable the state to absolve itself of responsibility by punching the appropriate buttons on the computer.

A more controversial issue is raised when one attempts to designate the would-be recipients of guaranteed income. Mr. McCaffrey asserted that the majority of recipients would be those who work, or work when they can. In other words, the working poor would be the principal benefactors of any guaranteed income plan.

A further variation on the conference's theme was provided by Moses Mackay, a welfare specialist from the Labour Council of Metro Toronto. Mr. Mackay was highly critical of the lip-service paid to welfare needs and to the lack of effective action over the years to provide relief to many who, for one reason or another, suffer from substandard incomes. He attacked those who, he said, seek to pauperize welfare recipients and who equivocate on poverty matters with unperturbed complacency.

The obscenities that nauseate Mr. Mackay are not nude pictures or four-letter words. **"The obscenities of our times," he affirms, "are dirty, filthy buildings used as shelters for welfare cases and low-income families at exorbitant rates; old people needing care and drugs they can't afford; young people and low-income groups refused dental care because they are poor; widespread hunger and poverty in one of the most wealthy countries on the face of the earth."**

Strikes and the public employee

Three different methods of settling disputes in the federal Public Service were examined at the triennial convention of the Public Service Alliance of Canada, held at Toronto in January.

Claude Edwards, President of the 130,000-member federal employees' union, said that his high hopes for an almost exclusive use of arbitration as the last stage of dispute settlement were fading, and that union members should prepare to choose the strike option more frequently in the future.

Dr. John Crispo, Director of the Industrial Relations Centre, University of Toronto, told the convention: **"The strike is an indispensable part of our collective bargaining system. It is the threat of a strike or lockout—or the strike or lockout itself—that enables the system to function. Compulsory arbitration won't work," he declared.** "Who is going to play God? On what basis are these individuals to play God?" He noted that there is a disinclination to bargain when it is known that the decisions can be left to an arbitrator.

Dr. Crispo admitted that compulsory arbitration might be appropriately used on an ad hoc basis as a last resort when other procedures had failed, and when the safety of the public was being jeopardized by the threat of a strike.

Jacob Finkelman, Q.C., Chairman of the Public Service Staff Relations Board, upheld the effectiveness of arbitration. His 30 years of experience with the process had convinced him that **arbitration will work as well as any other system, "given the proper auspices and a favourable climate."** Mr. Finkelman said that a successful experience with arbitration in the federal Public Service would have "tremendous repercussions on industrial relations legislation throughout Canada."



Although Mr. Edwards does not detect any eagerness on the part of government employees to use strike action to disrupt important public services, **he accepts the necessity of being prepared to take strike action to resolve more bargaining stalemates in the future.** Under the Public Service Staff Relations Act, each bargaining unit has the discretion before each new round of negotiations of deciding whether it will choose arbitration or strike action as the final step in resolving matters in dispute between it and Treasury Board, which is the general manager and "employer" for the Government of Canada.

He criticized the "spokesmen for various organizations" who, while deploring any interference with the rights of their membership, at the same time "constantly deplore the granting of the right to strike to public employees." He observed that these spokesmen could offer no tangible alternative to the right to strike that exists in a free collective bargaining system.

Denial of the right to strike to federal employees would not prevent strikes if the settlements obtained by compulsory arbitration or other means were unfair and inequitable, Mr. Edwards continued. The Public Service Alliance had found that, in every application for arbitration, Treasury Board had withdrawn its agreement on most of the issues that were not arbitrable under the legislation and on all issues that were arbitrable. This suggested that Treasury Board was using the public service bargaining units' choice of arbitration as a means of dispute settlement to force employees into accepting terms of settlement without submitting them to arbitration.

Mr. Finkelman reminded the delegates that the Public Service Staff Relations Act had made it possible for almost 100 per cent of the federal public employees to become members of certified collective bargaining units, and that this membership included large numbers of white-collar workers, professionals and supervisors whose opposite members in the private sector are either difficult to organize or are prevented by legislation from taking part in collective bargaining. This was one of the facts that should be used to assess the relative success of the collective bargaining legislation of the federal Public Service, Mr. Finkelman emphasized. Another point to be remembered, he said, was that, for the 77 agreements reached with Treasury Board by the end of 1969, the average time that had elapsed between certification and the signing of an agreement was slightly over three months.

For the many public service bargaining units that don't have the strength to make a strike effective, final and binding arbitration is "a pretty valuable alternative," said Mr. Finkelman. From the employer's standpoint, the placing of a limitation on the number of matters that could be brought before arbitration was understandable. He postulated that, having accepted collective bargaining and the principle that through arbitration a third party could produce a final decision that would have to be accepted, the federal Government would be reluctant to give the third party unlimited authority to decide all questions pertaining to the government's relationship with its employees.

Other business

An emergency fund to provide a financial reserve for strikes and costly arbitration proceedings is being set up by the Public Service Alliance of Canada (L. G. 1967, p. 88). Income for the fund will be provided from a $1-a-month increase in dues for the 130,000 members of the public service union.

Approval for the fund and the increase in dues came at the PSAC's triennial convention in Toronto in late January, when 249 delegates gathered to consider what changes in the policy and organization of their staff association were required after three years experience with collective bargaining in the federal Public Service.

The Public Service Alliance of Canada came into being in November, 1966 when the Civil Service Federation, comprising 14 national departmental employee associations merged with the Civil Service Association of Canada to become what is now the third largest union in Canada.

Although the PSAC is incontestably the bargaining agent for all federal occupational groups for which it has been certified, distribution of responsibilities between the central organization and its 14 components has been the result of internal compromise, and lacks the clear and precise definition of the source of power and authority.

The issue was presented forcibly to the delegates in the report by President Claude Edwards at the opening session. **"Regardless of the division of powers and responsibilities, this is just one organization," Mr. Edwards said. "If the Alliance is to be something other than a parcel of Balkan states, its members must develop and act upon a primary loyalty to their national organization."**

Mr. Edwards advocated more control and direction from the centre over the Components, their paid staff, and their executives. Mr. Edwards also called for measures that would provide for more centralized discipline within the PSAC, measures that would ensure "that unprincipled individuals or vociferous undisciplined minorities are restrained from undoing or frustrating the wishes of the majority." Within the PSAC, spokesmen for various factions had attacked each other with "ill-conceived, untrue, defamatory statements," and others, with neither authority nor responsibility, had issued press releases conflicting with established union policies. Officers of local unions recently had arranged mass protest demonstrations without consulting with their parent components or the PSAC and, on one occasion, had urged their members to stage a wildcat strike with the argument that such a strike would have been legal under the terms of the Public Service Staff Relations Act.

The convention responded to the President's appeal by endorsing a Code of Discipline that is incorporated in the amended PSAC constitution. It allows the union's national board of directors to suspend or expel any officer or member of the Alliance, a Component, a local union or an area council for contravening the PSAC constitution or a Component's by-laws. Any member suspended or expelled will be prohibited from holding any union office for up to five years.

A new section to the constitution enumerates the 13 offences for which the penalty will be imposed. These offences previously were enumerated only in the by-laws enforced by components.

The convention approved a budget providing for estimated expenditures of $11,745,500 in the three-year period 1970-72. The greater part of the five-day convention was spent on the 131 resolutions dealing with amendments to the PSAC constitution. Only once did the delegates produce the two-thirds majority vote required to decide a constitutional issue.

The resolutions committee recommended that the definition of the form of organization be changed from a statement that the PSAC is composed "of all Components" to a new section stating that the PSAC consists of the "members of all Components." Despite a plea by President Edwards, **the delegates amended and passed the motion defining the PSAC as being composed of "Components and their members."**



W. A. Thivierge Claude Edwards William Doherty

Mr. Edwards was re-elected President by a vote of 195-36, the only other nominee being A. J. Stewart, of the Supply and Services Union. William Doherty, formerly PSAC vice-president, Component Affairs, was elected first Vice-President on the second ballot, defeating Ken Green, National Secretary-Treasurer of the Union of National Defence Employees, and E. C. Fortier, President of the Economic Security Employees' National Association. James Wyllie, who has served, like Mr. Doherty, as a national vice-president since 1967, was elected second Vice-President. A. I. Stewart, National President of the Agriculture Union, was elected third Vice-President, and R. J. Prud'homme, a Manpower and Immigration Department administrator from Montreal, and an ESENA delegate at the convention, was elected fourth Vice-President.

Five national directors, who are not full-time paid executive officers of the PSAC, were elected to represent Québec, Ontario, the Atlantic Provinces, the Prairie Provinces, British Columbia, the Yukon and the Northwest Territories. A sixth will be elected later to represent PSAC members who are serving in the federal Public Service outside Canada.

Trusteeship not the answer

"Did it ever occur to you before that although your company may be completely solvent you may ... find yourselves working for a trustee appointed by the Government of Canada?" asked Judge John Parker, Chairman of the B.C. Mediation Commission, in a recent Vancouver speech. Judge Parker was referring to a statement by Labour Minister Bryce Mackasey at the Harrison Hot Springs Liberal Policy Conference, in which he attacked the common disregard of labour and management for the public and avowed that the Government was prepared to use drastic measures to curtail long-term strikes or lockouts that seriously impaired the public interest.

"I take it from Mr. Mackasey's recent statements that he is dissatisfied with the federal legislation and now contemplates changes that will involve a trusteeship of both the union and company affairs. We should ask ourselves what this could mean. Supposing that banks, which come under federal jurisdiction, become unionized and the union and the banks are unable to agree upon terms of a collective bargaining contract. Does this mean that the Government of Canada would then run the Canadian banks and also run the banker's union?"

The reactions to such legislation are already well-known to Judge Parker. The Commission he heads was established by the controversial Bill 33, that was strongly opposed at the time and continues to be opposed by the province's New Democratic Party and labour. (L. G. 1968, p. 392; p. 699).

One year after the B.C. Mediation Commission obtained its full powers, Judge Parker could answer some of the criticism by a review of the Commission's activities. Only in two cases had the cabinet ordered compulsory arbitration by the Commission—both instances where police unions had been unable to come to an agreement with the municipalities they served. Moreover, no hearing was ever held, and renegotiation produced agreement. Although Leslie Peterson, B.C. Minister of Labour, threatened to have the Commission intervene in the oil refinery strike, such action proved unnecessary. The one hearing in connection with this strike was held voluntarily, and the decision was not binding on any of the parties; yet, the terms were eventually used to produce satisfactory contracts not only in British Columbia but across Canada, Judge Parker noted.

Referring again to Mr. Mackasey's statement, Judge Parker asked **"If such trusteeships were imposed how would these government-appointed trustees negotiate a collective bargaining agreement, and what skills and experience would these people bring to the problem and for how many years would the trusteeships continue?"**

In B.C., the Mediation Commission has produced a workable system employing skilled negotiators, he said. "Essentially the Act gives employers and unions much greater freedom than they had enjoyed earlier in British Columbia, and greater freedom than they currently have in other Canadian jurisdictions." If a contract has expired, if ten days bargaining have produced no agreement, and 72 hours notice has been given, a strike or lockout can proceed without the interference of a third party. If either side in the dispute requests the assistance of a mediation officer, no work stoppage can occur while he is at work. If the differences between two parties cannot be resolved, the mediation officer makes a report to this effect to the Commission; once copies of the report are received by the parties concerned, a work stoppage can commence immediately, unless a hearing is requested or is ordered by the Commission. The usual practice is for the Commission to await a request for a hearing.

"The situation in British Columbia is that a mediation officer is available to assist the parties, but they are completely free to settle their own dispute in their own way without interference, if that is what they choose to do." The only overall restriction provided by Bill 33 is, of course, Cabinet intervention. Notably, 194 of the 289 appointments made by the Commission in its first year were made at the request of the unions.

The effectiveness of the Commission is hard to estimate, Judge Parker admitted. "We are too young yet to have either failed or succeeded. The fact is, however, that it has been a relatively good year for British Columbia in the industrial relations field." On a per capita basis, 35 per cent less man-days were lost through strikes or lockouts than the national average. On the basis of the number of persons employed in activities under provincial jurisdiction, the percentage of time lost in the province was 40 per cent less than the national average.

In fairness and effectiveness, Judge Parker declared, the legislation now in effect in British Columbia was superior to existing federal laws. As far as Mr. Mackasey's proposal was concerned, he urged a realistic comparison in which the facts would speak for themselves.

Five times too many unions

Two thirds of Canada's organized workers belong to international unions. What effect has this U.S. influence had on the development and growth of the Canadian labour movement? The following is a brief analysis of this influence by Ed Finn, Director of Research, Canadian Brotherhood of Railway, Transport and General Workers.

U.S. influence on the Canadian labour movement is much less pervasive than the American control of business subsidiaries in Canada. Most branches of American unions enjoy full autonomy in the field of collective bargaining. Their autonomy in other areas, unfortunately, is not so great, varying widely according to the nature and size of the various Canadian segments. Only about 20 of the 96 internationals with branches in Canada have set up distinctive Canadian operations equipped to provide their Canadian members with the kind of servicing that is suited to Canadian needs. Fewer still give their Canadian members full control over the election of their top Canadian officers.

Unquestionably, the most detrimental effect of Americanization is the fragmentation of the Canadian labour movement. There are five times too many unions in Canada for the number of organized workers—a proliferation that has occurred, and is perpetuated, because the structure of a labour movement in a much more populous country has been imposed haphazardly on a nation with a work force less than one tenth as large.

Small, weak unions cannot represent and service their members adequately. The answer is to create fewer and larger unions through the process of merger. A consolidation of this kind is urgently needed, but the hitch is that the Canadian branches of American unions have no authority to join together. Mergers can come about only if the parent unions first merge in the U.S., as happened with the Steelworkers and the Mine, Mill and Smelter Workers. The only mergers that have occurred so far—apart from those between purely national unions—have been those initiated in the U.S. **In other words, they happen only when they are considered advantageous to the American parent unions.**

Prof. John Crispo said in his definitive book "International Unionism" (L. G. 1967, p. 298), "It is safe to conclude that the Canadian labour movement would have done more to reorganize and consolidate its structure had it not been for the presence of international unions."

There are valid historical reasons for the establishment and growth of international unions in this country. Most of them are the freely chosen bargaining agents of Canadian workers. The chief concern should be to assure that the Canadian members of American unions enjoy certain minimum standards and services.

In my opinion, these standards require the implementation in Canada of five proposals, four of which are suggested by the Woods Task Force on Labour Relations. (L. G., May 1969, p. 269). I would summarize them as follows:

Canadian sections of international unions should have the right to initiate and consummate mergers with other unions in Canada; there should be a central Canadian office authorized to speak for the union in this country; the Canadian membership should elect the top Canadian officers, either directly by a referendum vote or indirectly by representative convention or caucus vote; there should be a Canadian policy conference empowered to deal effectively with the union's affairs in this country; a competent staff should be available to serve the special needs of Canadian members.

Apart from the first condition related to the right to merge, most of the larger industrial internationals already measure up to the Woods Report criteria. Of those that do not, the majority of their Canadian officers would probably favour having such objectives.

(The preceding was taken from a discussion paper presented by Mr. Finn at the 1969 New Democratic Party Convention.)

Provincial social assistance legislation in 1968 and 1969

From January 1, 1968 to December 31, 1969, there were a number of important changes in provincial assistance programs as a result of new legislation or amendments to existing Acts or regulations. Some of the major changes are summarized below.

Newfoundland

Amendments to Newfoundland's Social Assistance Act and regulations introduced some administrative changes and amended certain allowances for recipients of long-term assistance and some provisions relating to short-term aid. A 1969 amendment to the Social Assistance Act, proclaimed in force August 5, 1969, provided for a decentralized administrative structure to replace the Social Assistance Board. The responsibility for administration is now vested in the Director of Social Assistance. Provision is made for up to five regional administrators appointed by the Lieutenant Governor-in-Council, each of whom is to be responsible for the administration of social assistance in the area assigned to him by the Minister of Public Welfare.

Two changes were made in allowances for recipients of long-term assistance, one being that the allowance for household maintenance and utilities for homeowners was extended to persons living in rented houses or apartments. This allowance—$20 for single adults, $25 for heads of families—was made payable to heads of families by a regulation gazetted March 19, 1968, and to single adults by a regulation effective August 1, 1968. A further amendment to the Social Assistance Regulations raised the board rate for an adult living with relatives from $50 to $60 a month, effective January 1, 1969. The amount of income permitted employable persons during the 30 days prior to applying for short-term assistance was reduced, effective April 8, 1968. The new amounts, lower than those set in April 1967 but higher than those in effect prior to that date, are as follows: $75 for a single person, $115 for a family of two, and $135 for a family of three, plus $20 for each person in excess of three.

Prince Edward Island

During this period, the Welfare Assistance Regulations of Prince Edward Island were amended with respect to liquid assets permitted welfare recipients and to rental allowances. Eligibility was broadened as a result of an amendment gazetted February 15, 1969 and later made retroactive to April 1, 1968, raising the amount of allowable liquid assets from $500 to $750 per recipient and from $1,000 to $1,500 per family. The maximum monthly rental allowance in urban areas was raised from $60 to $80 by a regulation gazetted August 2, 1969.

Nova Scotia

The major changes in Nova Scotia during this two-year period were the amalgamation of the federal-provincial program for the disabled with the provincial assistance program for needy families and individuals, the extension of provincial assistance to dependent fathers with dependent children and to widows and unmarried women 60 to 65 years, increases in maximum monthly allowances for families, and the authorization of an additional allowance for diabetics.

The amalgamation of all assistance to the disabled under one program was authorized by an amendment of the Social Assistance Act enacted in 1968 and proclaimed in force June 1, 1969. It added a new part, part 1A, entitled "Provincial Assistance", that provides for assistance to persons who had been receiving allowances under the Disabled Persons' Allowances Act and to persons formerly aided under Part 1 of the Act, that is needy mothers, foster parents, and disabled persons

who could not qualify for the categorical allowance. Applications under the Disabled Persons' Allowances Act were discontinued and persons receiving allowances under that Act or under Part 1 were transferred to Part 1A if they were eligible, but those whose benefits would be reduced were not transferred.

The new Part 1A also extended coverage to fathers with dependent children who are unemployable by reason of physical or mental disability and who live with the mother of their children; or who are widowed; or whose wives have deserted them; or whose wives are in a prison, a hospital, or other institution. Previously, the Act provided for allowances to a mother with a disabled husband and permitted payments to be made to the husband when she was temporarily absent from the home.

In the revised ProvinciaL Assistance Regulations, effective July 1, 1969, provincial aid was extended to an "unemployable person." This covers a needy woman 60 to 65 years of age who is unmarried, widowed, or who is deserted or is divorced and is not receiving support from her former spouse, who is not living as the wife of another man and who, in the opinion of the Director of Public Assistance, is unemployable by reason of age, infirmity, lack of skills, or job opportunities in her area.

These regulations also provide that all provincial assistance is to be based on 100 per cent of the budget deficit, subject to the monthly limitations specified for various categories. Formerly, assistance to disabled persons was based on 100 per cent of the budget deficit and aid to needy families on 70 per cent of the budget deficit.

The maximum payable to disabled persons 18 years and over who are not receiving the old age pension, other than women 60-65 years, is $100 a month, the rate set in December 1968. Needy women 60 to 65 years may receive up to $75 a month but any allowance for clothing or miscellaneous essentials must be excluded when calculating their budget deficit. The maximum payable to persons 65 years and over who did not qualify for the old age pension is $100 a month. The maximum montly allowance to any family receiving provincial assistance has been increased from $150 to $175. If further need exists, the municipality may provide supplementary aid.

The Diabetic Assistance Regulations of August 15, 1969, under the Social Assistance Act, provide that the Nova Scotia Department of Public Welfare may grant assistance to needy diabetics in the form of payment for drugs and test materials prescribed by a physician if they meet the prescribed needs test. Previously, assistance to diabetics was granted by the Department of Health on a means test basis.

New Brunswick

In the period under review, New Brunswick made a number of administrative changes and issued new regulations under the Social Welfare Act respecting health services for welfare recipients.

The first administrative change occurred in 1968 when the Department of Health and Welfare was created from the former Department of Health and the Department of Youth and Welfare by an amendment to the Executive Council Act and consequential changes in the Social Welfare Act. The second development was the establishmment of two advisory committees—the Pharmaceutical Advisory Committee, which was authorized by a regulation under the Social Welfare Act gazetted January 8, 1969 and effective December 13, 1968, and the Dental Advisory Committee, which was established by a regulation gazetted May 28, 1969 and effective May 12. Each Committee is composed of three representatives of the respective professional Society chosen by the Minister of Health and Welfare from nominees submitted by that Society and two persons from the Department of Health And Welfare, one of whom acts as chairman and the other as secretary. The role of the Committees is primarily an advisory one.

The regulations gazetted in May 1969 also require welfare recipients to pay "participation" fees for prescription drugs and dental prostheses and set charges for various other dental services. A social welfare beneficiary must pay the pharmacist or dispensing physician a participation fee of $2 for each prescription—$1 if under 19 years—or the basic price of the drug, whichever is the lesser and the balance of the basic price will be paid by the Minister. By "basic price" is meant: two thirds of the list price of a drug, plus a professionaL fee of $1.70 for each prescription if provided by a pharmacist; or the list price if the drug is provided by a physician in an isolated area designated by the Director of the Health Services Division of the Department of Health and Welfare after consultation with the New Brunswick Pharmaceutical Society and the New Brunswick Medical Society. The provincial government will pay the basic price of drugs provided children under The Child Welfare Act.



Participation fees are not charged for drugs such as insulin, and other long-term drugs. If prior approval has been obtained from the Director, the Minister will pay the pharmacist or the dispensing physician the list price for such drugs.

For full or partial dentures and other prosthetic services, the Minister will pay 60 per cent of the dental fee specified in the schedule and the balance may be collected from the welfare recipient. For some dental services, prior approval is required and the fee is not payable more frequently than once in five years. In the case of children in care, the entire fee will be paid by the provincial government.

An allowance of up to $15 per month per recipient to cover personal items was authorized by a regulation gazetted February 21, 1968 and made retroactive to November 1, 1967. The allowance formerly provided for household and personal items now applies to household items only with no change in the amounts—$6 for the first adult, $4 for the second, $2 for each additional adult and for each child under 18 years, with a family maximum of $15 per month.

Québec

The most important development in Québec was the enactment of the Social Aid Act, which received Royal Assent on December 12, 1969. To come into force on proclamation, the new Act consolidates a number of social assistance measures under a single program that introduces several new features. Discrimination on racial and other specified grounds is expressly prohibited, and dissatisfied applicants or beneficiaries are given the right of appeal.

The categorical programs providing for allowances for the aged, the blind, the disabled, needy mothers, and the needy unemployed are to be combined under a

comprehensive social aid program under which assistance is to be calculated according to the budget deficit method, taking into consideration the needs of the family or the individual. A distinction is drawn between ordinary and special needs. Shelter, food, clothing and household, and personal requirements are considered ordinary needs; all other needs are special needs.

Normally, an employed person will not be eligible for social aid unless, because of physical or mental disability, he is unable to earn enough to meet the ordinary and special needs of himself or his family. Aid may be granted to an applicant who is engaged in work approved by the Minister of Family and Social Welfare that is designed to train or rehabilitate him or who has left his regular employment to pursue a course of studies under an approved training or rehabilitation program. After a recipient has recovered his means of support, aid may be continued if necessary to ensure his complete and permanent rehabilitation.

A person who would not ordinarily qualify for assitance may be granted aid for special needs if such aid is necessary to prevent him from losing his means of subsistance or to save him from a situation that endangers his health or threatens to leave him or the family completely destitute. If aid for special needs is not sufficient to remedy such a situation, the Minister must grant aid for ordinary needs as well as for special needs but may propose a rehabilitation plan which may include the consolidation of debts and job training. If the family head or individual does not accept the proposed terms, the Minister may refuse or reduce the benefits he would otherwise have provided.

Aid may be furnished in cash or kind or in the form of services or a loan or a guarantee of repayment of a loan. Rates and scales of benefits and the terms and conditions will be laid down in regulations to be published in the **Québec Official Gazette.** The Act makes it clear that aid is to be granted solely on the basis of need and without racial or other bias. It states that social aid must be granted "without discrimination, exclusion, or preference based on the race, colour, sex, religion, language, national extraction, social origin, morals, or political convictions" of the applicant or of the members of his family.

Some conditions are, however, imposed. For example, aid may be denied, suspended or reduced if a person refuses or quits a job that he is capable of performing or if he refuses or neglects to avail himself of recommended training or rehabilitation measures or of other sources of aid provided under any other law. A person who considers himself aggrieved now has the right of appeal—first to the Minister or to a person appointed by him and then, if still dissatisfied, to the Social Aid Appeal Board, a new six-member body appointed by the Lieutenant Governor in Council, whose decision is final. This Board is also authorized to hear appeals under the Québec Family Allowances Act.

Ontario

During the 1968-69 period, Ontario revised its appeal provisions, authorized subsidies to Indian bands for homemaker and nurses services and made a number of other changes.

Appeal provisions were extended and strengthened as a result of amendments to the legislation governing both provincial and municipal assistance. In 1968, in accordance with some of the recommendations of the Royal Commission of Inquiry into Civil Rights (The McRuer Commission), an amendment to The Family Benefits Act made a number of changes in the appeal provisions and additional procedural details were spelled out in regulations issued in 1969. Members of the board of review established to hear appeals against decisions of the Director of the Family Benefits Branch are now appointed by the Lieutenant Governor in Council rather than the Minister of Social and Family Services and have a fixed tenure of three years. The number of members was increased from three to 10 and provision was made for the appointment of one or more vice-chairmen, thus enabling the board to sit in panels. Another new feature was the provision for an appeal from the board of review to the Court of Appeal on questions of law. The board of review or the Court may order the director to make such decisions as he is authorized to make and as it deems proper and the director must act accordingly.

In 1968, applicants for or recipients of basic financial assistance from the municipalities were given the right of appeal by an amendment to The General Welfare Assistance Act. Procedures are the same as under the Family Benefits program. Persons dissatisfied with a decision of a local welfare administrator may appeal to the board of review and may make a further appeal to the Court of Appeal on a question of law.

Two amendments concerned Indians. As a result of a 1968 amendment to the regulations under The Family Benefits Act, Indians under the Indian Act who are eligible for medical services from the federal government became entitled to free medical services under Ontario's medical services plan. A 1969 amendment to The Homemakers and Nurses Services Act made Indian bands that employ homemakers or nurses or purchase home care services for needy members of the band on a fee-for-service basis eligible for a provincial subsidy on the same terms as municipalities.

Two new provisions related to needy residents of certain institutions. An amendment to the regulations under The General Welfare Assistance Act increased the maximum shareable allowance payable on behalf of residents of licensed nursing homes by $1 to $9.50 a day, effective January 1, 1969. A regulation under The Family Benefits Act gazetted in May 1969 authorized a comforts allowance of $15 a month for patients in approved chronic care homes or hospitals.

During 1969, there was some relaxation of income limits set for recipeints of provincial or municipal assistance. Increases in the old age security pension and the guaranteed income supplement to accord with changes in the cost-of-living index are not to be counted as income. Similarly, municipal tax or rent rebates under The Residential Property Tax Reduction Act, 1968, are not to be treated as income when determining need nor are they to be taken into account when determining shelter costs of a person applying for special assistance from a municipality.

Manitoba

In 1968, the coverage of The Social Allowances Act of Manitoba was extended, and in 1969, a revision of the regulations under that Act raised rates for the basic items of need and made a number of other changes.

New provisions added to the Act in 1968 permit the payment of provincial allowances to employed persons or individuals with other sources of income who would not normally qualify for assistance if they have dependants in need of special care which they cannot otherwise afford. In the regulations, "special care" is defined as care provided to a dependant of an applicant or recipient in a residential welfare institution or in a day nursery approved by the Minister of Welfare or cared authorized by the Director of Public Welfare and provided by a nurse, housekeeper, or homemaker in the home or in a foster home.

The revised regulations gazetted October 18, 1969, increased monthly food allowances by 10 per cent to $28.60 for persons over 19 years of age, $33 for children 15 to 19 years, $29.70 for children 12 to 14 years, $24.20 for children 7 to 11 years, $19.80 for children 4 to 6 years, and $17.60 for those 3 years or under. As previously, the monthly food budgets are adjusted for family size. The additional amounts allowed household units of three or less are as follows: $5.50 for a single person, $3.30 for each of two persons, and $1.10 for each of three persons. No adjustment is made for a family of four or five, but a reduction of $2.20 is made for each person in excess of five.

The age ranges of persons for whom clothing rates are set were changed and the amounts were increased. The maximum monthly amounts are now: $7.50 for persons over 19 years, $9 for children 15 to 19 years, $7.50 for children 12 to 14 years, and also for children 7 to 11 years, and $6 for those 6 years or under. The additional amounts authorized in 1968 for certain categories were increased from $5 to $7.50 for employed adults, and from $2 to $4.10 for persons 65 years and older.

Maximum shelter allowances were increased by $20 a month to $45 for single persons living alone, $60 for two adults and $75 for families with children. As before, where the actual rent exceeds the maximum, additional amounts may be granted at the discretion of the Director of Public Welfare.

The allowance for utilities and fuel has been extended to include instalment payments on essential appliances such as a furnace and hot water tank and has also been made more flexible. Instead of a monthly maximum of $7.50, the amount now allowed is the estimated monthly cost based on actual expenditures for the previous 12 months or, if circumstances have changed, the estimated actual cost for the next 12 months.



In place of the former allowance for household and personal needs, the new regulations authorize separate amounts for personal needs and for household supplies. Every adult may be allowed up to $12 a month for personal needs with an additional $5 if blind. If a recipient is living in an institution for the aged or infirm and is not socially active, $7 may be deducted from the allowance for personal needs. The allowance for household supplies is $3 per household unit, plus $1 for each person in the unit in excess of one.

Board rates were raised by varying amounts. For a single person, the general rate is now the actual cost up to a maximum of $60 if living with relatives and of $78 if living in a private boarding home. For a married couple, the corresponding amounts are $108 and $122. Rates for persons requiring care or supervision were also raised, the amount varying according to the type of accommodation and the amount of care provided. Single persons whose living arrangements require restaurant meals are now allowed $70 plus the actual cost of a room. Formerly, the $70-a-month allowance covered restaurant meals and a room.

Saskatchewan

Changes in the Saskatchewan Assistance Plan during this period included increases in the allowances for room and board, changes in the earnings exemptions and amendments to the appeal provisions.

An amendment to the Social Assistance Regulations, effective April 1, 1969, raised the maximum allowance for room and board from $60 to $75. Maintenance payments on behalf of needy persons in licensed nursing homes and special-care homes were also increased by $14 a month to $194 for persons requiring supervisory and limited personal care and to $274 for persons needing extensive personal or nursing care. These payments were increased by an additional $13 a month by a further amendment gazetted November 28, 1969.

The exemption for casual or part-time earnings was changed in 1969 and is now the greater of: one half of the net casual or part-time earnings of the recipient, his spouse or dependent children under 16 years who are not attending school, provided it does not exceed 25 per cent of the recipient's basic budget requirements—75 per cent if a partially employable person; or $10 per month for the recipient, plus $10 for the first dependant and $5 for each additional dependant. In addition, transportation costs to and from work may now be counted as part of the recipient's basic budget requirements.

A 1968 amendment to the Act permits the Director of Public Assistance to appeal a decision of a local review committee. As a result of a 1969 amendment to the regulations, a person who has filed a complaint with a local unit and is not satisfied with the proposed adjustment now has 15 week days, excluding statutory holidays, instead of 10 days in which to apply for an open hearing before the local review committee.

Alberta

During the period under review, Alberta discontinued applications for allowances under the three federal-provincial categorical programs, amended The Preventive Social Services Act, replaced The Department of Public Welfare Act by The Department of Social Development Act, and made the customary annual adjustments in food and clothing rates for recipients of social allowances.

Applications for allowances under The Blind Persons Act, The Disabled Persons Act, and The Old Age Assistance Act were discontinued, effective January 1, 1968, with the proclamation of sections 2 and 3 of The Welfare Statutes Amendment Act, 1964. Since that date, eligible applicants have been granted social allowances under The Public Welfare Act; those who did not qualify continue to receive allowances based on the means test.

Three changes during this period reflected the increasing concern about social development. In 1968, a new provision in the Social Allowance Regulations authorized the Chairman of the Public Welfare Commission to grant a person with reasonable rehabilitative potential a one-year exemption from the provisions regarding assets allowed recipients of social allowances. The developmental approach was given even greater emphasis in 1969 with the enactment of The Department of Social Development Act, which replaced The Department of Public Welfare Act, effective May 7, 1969. The philosophy, goals and objectives of the new Department are set out in the **Position Paper on Social Development.** This paper states that the Department will initiate or encourage the developmental approach by creating new job opportunities and assisting individuals and families to utilize resources in order that they may reach their potential.

Another 1969 enactment, an amendment to The Preventive Social Services Act, authorized the Minister of Social Development to establish and operate preventive social service programs and projects, a responsibility which formerly rested with the municipalities. The local governments may, as before, initiate and operate preventive service programs and the provincial government will continue to reimburse them for 80 per cent of the costs of approved programs and to provide consultative and advisory services.

Food and clothing allowances for recipients of soci allowances were adjusted in 1968 and again in 196 to bring them into line with current living costs. Unde the schedule effective April 1, 1969, the monthly foo allowance for adults living alone is $36.10 for male and $31.60 for females. The allowance for a marrie couple is $56.40. Children's rates continue to vary ac cording to age and sex and now range from $13.80 fo children under one year to $35.10 for boys 16 to 20 The regular clothing rates for adults are now $8.10 fo men, $8.50 for women and $16.70 for married couples The children's clothing allowances range from $4.90 t $11.50. The former 5-per-cent reduction in the food an clothing rates for families of seven or more was dropped effective April 1, 1969. The 1969 regulations also se short-term clothing allowances, which are 25 per cen or more lower than the regular rates.

British Columbia

In British Columbia during this period there were changes in allowances and in the provincial-municipal cost-sharing formula. In 1968, an administrative order circulated to the municipalities authorized the following new allowances for families with dependent children, effective June 1, 1968: a supplementary children's grant of $8 per month per child; a supplementary children's clothing allowance of $15 per year per child; and a supplementary community recreation program grant of $15 per year for each child over six years of age. This order also raised the supplementary allowance for children's school supplies by $5 to $15 per year per child.

An administrative order effective August 1, 1969, raised from $30 to $60 the maximum supplementary social allowance payable to recipients of the Blind Persons' Allowance and the Disabled Persons' Allowance. As announced by the Premier in his budget speech of February 9, 1968, the formula for provincial sharing of the costs of social allowances was changed, reducing the provincial contribution from 90 to 80 per cent. At the same time, per capita grant payments to municipalities were increased.



A brief to the P.M. on the status of women

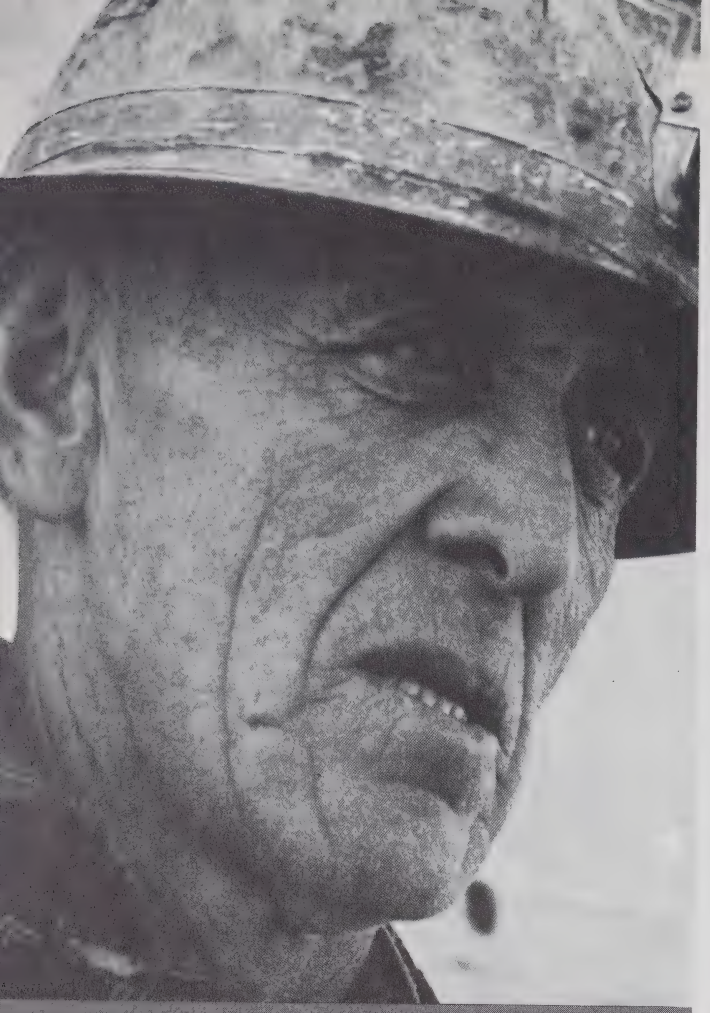
Adequate maternity leave, maternity benefits for women, and a permanent commission on the status of women have been asked for by the Canadian Federation of Business and Professional Women's Clubs. The Federation, which has always striven for the improvement of the status of women through the elimination of discriminatory legislation and the amelioration of social and economic conditions, submitted a brief containing 11 major proposals to Prime Minister Trudeau in February.

Heading their proposals is a request that the federal Government enact legislation to provide adequate maternity leave and maternity benefits for women in fields over which it has jurisdiction. "The fact that reproductive functions are such that women carry the unborn children and give birth to them is not a valid reason why they should be discriminated against as workers," states the brief. "They are entitled as a matter of right to receive a guarantee against loss of employment and seniority, and against economic hardship, for a stated maternity period." The Federation says that existing maternity protection policies in Canada are "varied and inadequate," and that although statutory provisions in four provinces do guarantee maternity leave, they are operative in only two cases.

The second major proposal deals with the urgency of setting up a permanent commission on the status of women in Canada. This board would be constituted for the following purposes: to give leadership and encouragement to women as they seek recognition in new fields of endeavour; to assist actively in the enforcement of rights already achieved by women in the employment field; to seek promotional opportunities for women; and to consider, or have considered, complaints of discrimination on the basis of sex alone.

The Federation also pressed for action on the following recommendations: **that the Government endeavour to educate the public, and employers particularly, to reduce prejudices against older workers and to eliminate arbitrary age limits in employment and hiring practices;** that the Government conduct further research into the various fields of aging; that benefit clauses to survivors under the Canada Pension Plan be amended so that contributions of the unmarried deceased are refunded to dependents or to their estate; that the Income Tax Act be amended to provide exemptions of up to a maximum of $1,500 a year for working women employing the services of others, whether in the home or outside, and whether for children, elderly or incapacitated persons; **that there be a further adjustment of the Income Tax Act so that a woman may earn $950 a year instead of the present $250 without increasing her husband's income tax;** that the basic income tax exemption be increased from $1,000 to $2,000, because exemptions have not kept pace with the rising costs of living that are seriously crippling lower income groups.

The brief included in its contents an argument directed against the recommendation of the Royal Commission on Taxation that the family be recognized as the basic tax-paying unit. **It contained also a request that qualified women be appointed to sit on the proposed National Law Reform Commission.** The proposals were drawn up at the 21st Biennial Convention of the 6,000-member Federation, whose President is Margaret Ashdown.



Finished at forty? Who says?

It seems as inevitable as death and taxes, that every member of the labour force will some day be labelled an "older worker." A man may be regarded as an older worker when he encounters difficulty in retaining or obtaining employment because of his age. Either his job tenure or the level of his income becomes more precarious, or he is subject to the reluctance of many employers to hire middle-aged or older workers.

Obviously the age at which this occurs will vary considerably according to occupation, skill, experience and physical condition. Athletes and airline stewardesses are regarded as superannuated at a relatively early age; but scholars and managers, provided that they remain in fairly good physical and mental health, come into their occupational prime relatively late in life.

The many myths that have grown up concerning older workers can be dispersed by the facts. Older workers have skills and work experience needed in our growing economy; a large proportion of our managerial and skilled workers, for instance, are older people. Older workers as a group do not experience a greater degree of unemployment than those in other age groups. In fact, their unemployment rate is generally lower; but, once out of work they remain unemployed for longer periods of time.

Studies to get at the root of the problem indicate that what people say—their attitudes and opinions regarding the effect of aging on work capacities—frequently makes the difference between getting a job or not getting one, for a worker over 40 years of age. Furthermore, employers, communities, and even 40-plus job seekers contribute to the prevailing climate of opinion, and the attitudes of all three groups must be considered in any information and education program aimed at improving them.

To clear the clouded atmosphere, we might profitably examine the opinions of each group in turn—beginning with what employers in general say about workers over 40. Here, right off, we encounter some startling contradictions.

When employed, the 40-plus worker is generally regarded as productive, dependable, loyal, a stabilizing influence, an asset to the firm. But when this same individual becomes unemployed and is seeking work, a different set of attitudes confronts him at the hiring gate or in the personnel office. A typical employer is likely to glance first at the age stated on his application blank. If it's over 40, the applicant is often regarded as an employment risk. Employers may say that he is inflexi-

ble, that he is absent too often, that hiring him means higher pension and insurance costs, that he can't meet physical requirements, or that he is more difficult to train.

So far, not even specialists in the field can offer a logical reason why the evaluation of the older worker switches from plus to minus the minute he becomes unemployed and is on the outside looking in. Whatever the reason for it, the plain fact is that middle-aged job applicants, unless they possess a skill that is in high demand, frequently have difficulty in becoming re-employed.

The job seeker's attitude may further complicate the problem. It usually runs the gamut from highly optimistic to a kind of stubborn resistance to the indictment that age has issued against him in the field of employment. He may have to live with the status quo, but he doesn't have to like it.

This attitude may tend occasionally to blind the older worker to realities of the job market that have no direct bearing on his age. He may be unable to see, for example, that lack of the right skills to compete for specific job openings, or unfamiliarity with methods for making a systematic job search, may be barriers to employment that are just as formidable as age.

Community-wide attitudes toward any given social problem are usually generated by responsible local groups—the civic clubs, local business, professional, labour and government organizations. Only rarely is the problem of age discrimination in employment taken up by local community leaders.

Local groups probably don't realize, except vaguely, the complexities of the problem, and the harm it can do the community as a whole—not to speak of its destructive influence on the individual. The field has been pioneered, however, by a few communities whose experience indicates that public opinion is as powerful a weapon in the case of this social problem as it is in others.

Two major results occur when local groups lead the way to muster public opinion and other community resources behind a sustained program to reduce age discrimination for the job seeker. **There is first a notable shift in attitude toward job-seeking older workers. Secondly, their employment opportunities improve.** From such leadership the community can expect to reap these benefits: increased purchasing power from a growing consumer group; reduced need for community assistance; and better and more productive citizens making a contribution to community life.

The Department of Manpower and Immigration has long realized the plight of the older worker and has taken various steps to help older citizens gain equal opportunities for employment. The Department's manpower programs are available to help all Canadian workers, including those in older age groups, to keep in step with the changing needs of the labour market. If an older worker finds that his skills fall short of modern requirements, a counsellor at one of the Department's **Manpower Centres across the country can recommend a training course to update his skills** under the Occupational Training for Adults Program.

Further, if the older worker finds that his particular skill is no longer needed in the area in which he lives, his



Manpower Centre counsellor may advise him that there is **a demand for that skill in another part of the country,** and may assist him to move there under the Manpower Mobility Program. A Manpower and Immigration booklet, **How to Prepare for an Interview,** also offers some valuable advice to the older worker, although it is not specifically aimed at any one age group. For example, emphasis is put on the importance of assessing past achievements in presenting the case for new employment. The worker is advised to list, in the order of their importance to him, his outstanding vocational and avocational achievements, and to use the list to prepare a résumé. Samples of résumé writing are provided, together with an explanation of how to tailor it to a particular job. **The booklet may be obtained without charge from any Canada Manpower Centre, or by writing to Manpower and Immigration, 305 Rideau St., Ottawa 2, Ont.**

The Department of Manpower and Immigration conducts also a continuing program to encourage employers to remove age barriers from their hiring practices and take advantage of the knowledge and experience that older workers have accumulated. Canadian employers who have adopted this logic, and who offer the older age group an equal opportunity for employment, usually report that they are excellent employees—stable, responsible, loyal and steady—and that they require less supervision and are less distracted by outside influence than younger employees.

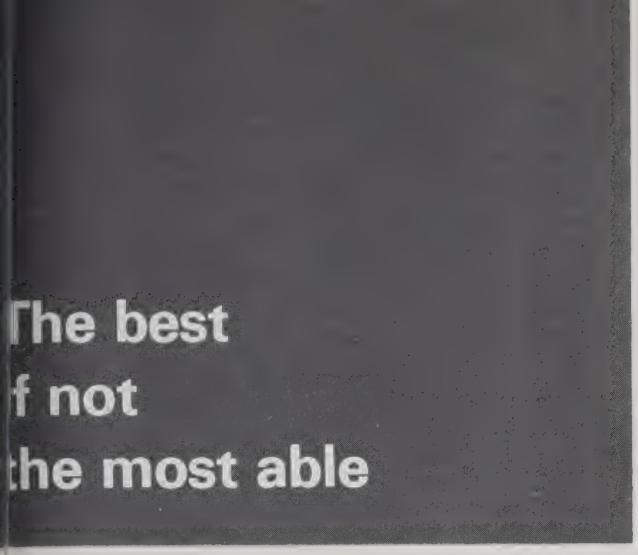
The right worker in the right job can make a valuable contribution to the progress of our nation, regardless of whether he was born 20 or 70 years ago. **A man's worth cannot be judged by his date of birth.**



We are a society of drivers. The ability to drive is an integral part of all facets of our everyday lives. For the handicapped, the right to drive may well determine if the individual will be able to take his place in the broad spectrum of society by earning a living. Yet, all too often the public considers these drivers a menace, an opinion unjustified by the facts. In fact, the physically impaired driver is among the most safety conscious in the country; the evidence is provided by a recently completed survey in the United States by the University of Denver College of Law, in co-operation with the Rehabilitation Services Administration of the Department of Health, Education and Welfare.

Judge Sherman G. Finesilver, head of the study team, an expert on driver training and a member of President Nixon's Task Force on safety, termed the study the first of its kind because it coupled a review of the driving records of physically impaired drivers with a survey of opinions of 400 licensing administrators and other safety professionals representing every state. The opinion survey asked for an evaluation of the ability of the subject under three categories: general rating; accident propensity rating; traffic violation propensity rating. Seventy-one per cent of the respondents rated the subjects as average or better than the general driving community; 5 per cent put them "among the best on the highway"; 33 per cent said they were above average; 33 per cent rated them as average. None rated the physically impaired as hazardous drivers. In other words, "when the physically impaired driver is compared with the general driving public in a direct ranking as to driving ability, he ranks significantly higher," stated Judge Finesilver.

Eighty-three per cent of the experts who answered the survey rated the physically impaired driver as average or better than non-impaired drivers. Not a single respon-



dent rated the physically impaired driver as higher in raffic violation frequency than the non-handicapped driver, and 89 per cent rated them lower. The survey also indicates that 96 per cent of the officials surveyed stated that there had been no recent cases in their localities in which physical impairment was, or might have been, a factor in causing accidents.

In a survey of 13 national insurance companies that write approximately 25 per cent of U.S. insurance business, only one company reported a bad experience with physically impaired drivers. The survey further reported that 10 of the companies expressed the belief that the handicapped driver might well be a better risk than ordinary drivers because of his psychology of caution. Most insurance companies do not discriminate against physically impaired drivers by charging higher rates for a more limited coverage; if the record of the impaired driver were particularly bad, it would have shown sufficiently on the claims experience.

Following World War II, in 1945, Connecticut was the first State to implement a unique state-supported testing and training program for physically impaired drivers. Twenty-five years later, a report by the Motor Vehicle Department on the program showed that not one of these drivers had been guilty of serious or dangerous violations such as speeding, reckless driving or driving while intoxicated. Not one was involved in a fatal accident. Governor John Dempsey stated, "There are more than 4,000 physically impaired Connecticut drivers and these drivers have proved by their performance behind the wheel that they are some of our best drivers."

Judge Finesilver stated that his study indicated that **the physically impaired driver, aware of his physical shortcoming, was doubly aware of his responsibility in a car. Repeated tests showed this person to be a safer, not necessarily slower, driver.** The study also noted that these people work very closely with their doctors and followed their suggestions.

Judge Finesilver called for special parking privileges for physically impaired drivers in downtown areas, shopping centers, near recreational and cultural facilities, as well as greater financial aid from state Governments for special driving equipment and training programs. He pointed out that only 16 states have offered financial aid to their handicapped for the purchase of special driving equipment, and only 20 states have special parking privileges for physically impaired drivers. "Transportation of the physically impaired by public or private automobile has been sadly neglected, and if we expect physically impaired persons to be self-sufficient and contributing economic units, we must marshal every communal resource necessary for their mobility and employability," he stated.

He also suggested that states provide for a standard H (Help) flag for use by physically impaired drivers to summon aid in case of personal distress or automobile difficulty. He added, "Only five states—Alabama, Colorado, Minnesota, North Dakota and North Carolina—have passed this legislation."

He recommended greater training facilities for physically impaired persons, and pointed out how few of these "life giving facilities" there were in the country.

Judge Finesilver has stated that the decision on whether a person should be allowed to drive should not be based on physical condition alone. It should be based on competence, ability to operate the vehicle safely with or without special aids, physical and mental condition, knowledge of laws and safe driving techniques, coupled with a review of an individual's previous record. "Primary emphasis should not be placed on keeping drivers off the highway, but rather on seeing to it that those who are licensed—no matter what their outward physical condition—have been adequately trained and tested for the task for which the license is granted."

"Let's not single out the physically impaired driver, the deaf driver or older driver . . . let's strengthen licensing, driver education, training, testing and driver performance for all drivers," he said.

Legal decisions

B. C. Supreme Court

In several recent cases, interpretations of Sec. 3 of the B. C. Trade-unions Act have been given by the courts in determining whether striking employees were lawfully picketing an employer's "place of operations." In one of these cases, decided in 1968, the place where goods were being loaded under the employer's direction or control for distribution to customers was considered to be a "place of operations."

A company in the business of arranging for the sale and marketing of food products on a commission basis, had received a sea shipment of tinned food that had been unloaded and placed in a shed on a pier in Vancouver harbour. The goods had been partially loaded into railway cars for delivery, when union members, on lawful strike against the company, picketed the shed and cars. The longshoremen involved in the loading refused to cross the picket line, and all work ceased. The company applied for an injunction to restrain this picketing, or threats of picketing, at the pier.

One of the officers of the company claimed in an affidavit that irreparable injury had and would be suffered because, after loading, the tinned goods were to be shipped to customers within and without British Columbia; if loading were not effected, the deliveries could not be made.

The judge hearing the motion for an injunction, Mr Justice McIntyre, found that the company was clearly arranging to ship the goods to its customers; the shed, in effect, was serving as a distribution point under the company's direction. The company would have to decide which of its customers would receive certain portions of the total shipment of goods, and would have to direct the correct loading of the various shipments into the railway cars. In doing so, the company would be carrying out a part of its operations at the pier.

Whether the picketing was lawful or not, could only be decided upon consideration of the provision in the B.C. Trade-unions Act that, among other things, trade union members who are on a strike that is not illegal under the B.C. Labour Relations Act may, "at the employer's place of business, operations, or employment,

nd without acts that are otherwise unlawful, persuade r endeavour to persuade anyone not to (a) enter the mployer's place of business, operations, or employ- ent; or (b) deal in or handle the products of the mployer; or (c) do business with the employer." The ompany and union agreed that the only issue was hether or not the shed and area around the railway ars on the pier was the employer's place of business, perations or employment within the meaning of the rade-unions Act.

he company had its principal place of business else- here in Vancouver. Mr. Justice McIntyre did not hold hat the shed and area around the railway cars was a 'place of business' or a "place of employment" of the ompany. He did conclude that the location picketed as a "place of operations" where steps necessary for he distribution of the company's goods were taken, nder the control of or upon the direction of the com- any, as a part of the basic and normal operation of ts business. Following the reasoning of B.C. Supreme Court decisions in **U.S. Borax & Chemical Corp. v. Retails, Wholesale & Department Store Union et al.** (68 CLLC, para. 14,073) and in **B.C. Radio Cabs Ltd. v. Vancouver and District Taxi-Cab Drivers and Dispatchers' Union** (L. G. 1964, p. 724), Mr. Justice McIntyre found the picketing in this case to be lawful and refused to grant the company's application for an injunction. **Martin & Robertson Ltd. v. Retail, Wholesale and Department Store Union, Local 580 et al.,** decided February 13, 1968, [1968] 63 WWR, part 8, p. 463; [1968] 67 DLR (2d), part 5, p. 465.

More recently, the B.C. Supreme Court decided that a place where installation crews dispatched by an employer were actually working was a "place of operations" of the employer.

During the lawful strike by telephone workers against the B.C. Telephone Company in the summer of 1969, union members picketed the Stock Exchange Building in Vancouver shortly after an installation crew from the telephone company had left the premises at the request of the building manager; the crew had been working there the day before.

The owner of the premises applied for an injunction to restrain the union and its members from this picketing. The issue before Mr. Justice Verchere of the B.C. Supreme Court concerned the validity of secondary picketing of premises where crews have been dispatched by the telephone company to install equipment required by tenants of office space in the building. The issue would turn on the interpretation of the same provision of the B.C. Trade-unions Act as was considered in the Martin & Robertson case (above).

Mr. Justice Verchere said that the reasoning in the B.C. Radio Cabs case (L. G. 1964, p. 724) and in the Martin & Robertson case was applicable to the case before him. He did not mean that there was a "distribution of goods" as in the Martin & Robertson case, but that there was a "distribution of services" by the telephone company. When the telephone company dispatches crews to install telephone facilities as ordered by customers, the place where those crews go to work becomes a place of the telephone company's operations and continues to be such while the work is actually in progress. On the other hand, Mr. Justice Verchere held that when installation work is not going on because, although ordered, it has not been entered upon or, having been entered upon, has been abandoned, then the premises cease to be a place of operations of the telephone company. **In his opinion, the mere presence of the company's equipment on the premises was not sufficient basis for finding the premises to be a "place of operations."**

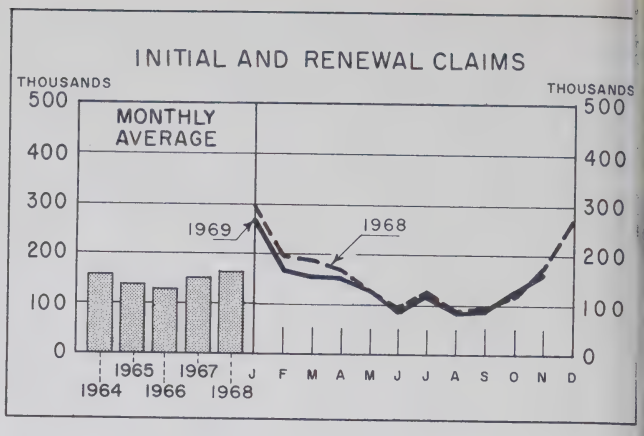
Accordingly, Mr. Justice Verchere held that secondary picketing of premises where telephone service is being installed by the telephone company, is lawful. Although the owner of the Stock Exchange Building had failed to make out a sufficient case to support the injunction order that it was seeking, sufficient case was found to justify an order restraining picketing when installation work, although it has been requested, is not in progress. An order to this effect was granted. **Stock Exchange Building Corp. v. The Federation of Telephone Workers of British Columbia,** decided July 17, 1969, 69 CLLC, para. 14,210.

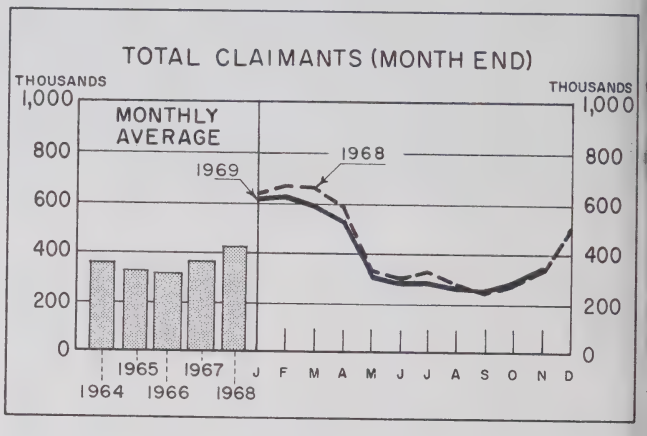
Unemployment insurance report for November

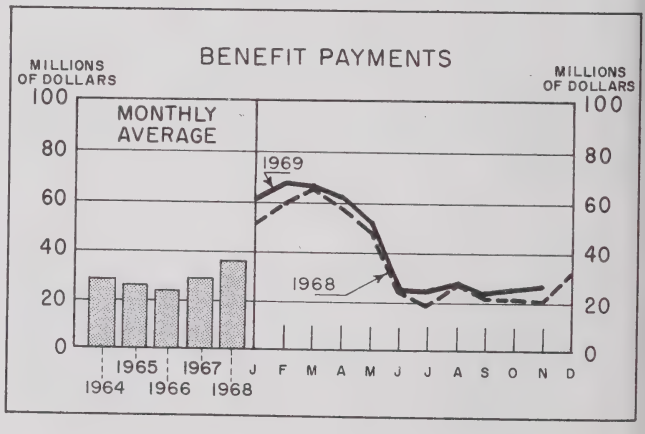
Claimants for unemployment insurance benefit totalled 349,000 on November 28, an increase of almost 70,000 over the 280,000 recorded at the end of October. Compared with one year ago, the current claimant total increased by 8,000.

Eighty per cent of the October-to-November increment was accounted for by male claimants who numbered 222,000 on November 28, an increase of one third over the 167,000 reported at the end of October. The proportion of male claimants rose from 60 per cent at the end of October to 65 per cent at the end of November.

More than one half of the claimants came on claim during the month, i.e. they were in the 1 to 4 weeks-on-claim category. Sixty per cent of the males and 40 per cent of the females were in this category.







Summary Table

Activity	Nov. 1969	Oct. 1969	Nov. 1968	Cumulative Data: Jan. to Nov. 1969	Cumulative Data: 12 months ending Nov. 1969
			(in thousands)		
Insured population at end of month	—	5,541	5,411	—	—
Initial and renewal claims filed:					
Total	165	124	171	1,554	1,831†
Initial	122	89	125	1,176	1,389
Renewal	43	35	46	378	441
Claimants currently reporting to local offices	349	280	342	399*	407*
Beneficiaries (weekly average)	193	174	186	318*	311*
Weeks compensated	831	785	745	14,758	15,819
Benefit paid	$27,555	$25,527	$20,623	$465,931	$496,731
Average weekly benefit	$33.17	$32.52	$27.69	$31.57	$31.40

* Monthly average. † Discrepancy between totals and subtotals due to rounding.

A total of 165,000 initial and renewal claims for benefit were filed in local offices across Canada during November. This represented an increase of 33 per cent over the 124,000 filed last month but a decrease of three per cent from the 171,000 filed during November 1968.

The large increase over October in the number of initial claims filed is usual and can be attributed, in part, to claims being filed prior to the first week in December when the seasonal benefit period commences. The 33 per cent increase over October in the claim load was considerably less than in 1968 when the volume of November claims exceeded the October total by 45 per cent.

The average weekly number of beneficiaries was **estimated at 192,800 for November, 174,400 for October and 186,200 for November 1968.** Benefit payments totalled $27.6 million in November compared with $25.5 million during October, and $20.6 million during November 1968. The average weekly benefit payments for the three periods under review were $33.17, $32.52 and $27.69.

All provinces shared in the October-to-November increase in the claimant count. Québec, Ontario, and British Columbia, where two thirds of the total increase occurred, were the only provinces to report a lower rate of increase than the national rate of 25 per cent. The largest percentage increase was shown in Prince Edward Island (73 per cent) but the numbers involved were small.

Compared with one year ago, Québec, Ontario and Saskatchewan were the only provinces that reported higher claimant totals. There was no change in Nova Scotia, and declines occurred elsewhere.

Decisions of the umpire

CUB 2839. The claimant filed an application for benefit on September 15, registering for employment as a labourer. He was last employed as a labourer by a mining company. Asked why he left his work, the claimant replied that it was because of a disciplinary layoff following an incident that occurred during a strike.

The employer told the local office that the claimant neither left employment with the company nor was he discharged, but that, as a disciplinary measure, he had been suspended for 45 working days. A "suspension or layoff notice" had been filed. It states that **the claimant has been suspended from September 12 to November 11 for having assaulted, on September 6, the general manager of the company.** Afterwards the employer stated that the incident took place "during a strike."

The facts on record show that there was a labour dispute at the claimant's place of work. The stoppage of work started on September 6, at 8 a.m. and ended at the same hour on September 12. The claimant returned to work on September 12, and had to report to the industrial relations officer for an interview concerning the incident that occurred between himself and the general manager on the picket line. The employer decided to pay the claimant's wages for September 12, although he had not worked, because he had had to remain at the place of work. The claimant was later suspended.

On November 2, the insurance officer informed the claimant that he was disqualified from receiving benefit for September 11, because he had lost his employment by reason of a stoppage of work attributable to a labour dispute at his place of work, and also from September 12 to October 21 inclusive, as he had lost his employment by reason of his own misconduct.

On November 10, the claimant appealed to the board of referees, which heard the case the following January 9. The claimant was neither present nor represented at the hearing. The board unanimously decided to dismiss the appeal. On January 10, the regional co-ordinator of the claimant's union informed the local office that the claimant received a notice of hearing only on January 9, and that, in view of this delay, he asked that the case be reheard because he wanted to represent the claimant.

On February 13, the board of referees met a second time. The claimant did not attend the hearing but was represented by the union officer who made the following observations: There is no proof of any assault committed by the claimant; there is no relationship between the disqualification and the stoppage of work that was ended when the suspension was imposed; during the disqualification period, it is not because of the work stoppage but because of the suspension imposed by the company that the claimant was not able to work; the stoppage of work ended when, on the one hand, the company agreed not to take any legal proceedings following the stoppage of work and, on the other hand, the imposition of a suspension of 30 days on the instigator of the troubles that occurred, and of 45 days in the case of the employee, still unidentified on that day, who allegedly assaulted the company's manager."

The board of referees agreed that there was no reason for rescinding the insurance officer's decisions and decided unanimously to dismiss the appeal.

On March 18, the union appealed to the Umpire. The union objected to the board of referees' decision that the claimant had committed an assault on the basis of the employer's statement and without having allowed the claimant to present the case adequately.

On April 19, the insurance officer submitted a statement of observations: "The board of referees has wrongly refused to give a decision on the specific facts of the claimant's misconduct. In fact, it was essential that the board of referees decide that question in order to come to the conclusion that the claimant had lost his employment by reason of his own misconduct and thus to maintain the disqualification imposed. According to the claimant's various statements, he does not deny having assaulted the general manager of the company. On the other hand, he contends that he had been provoked but does not give any detail to show the nature of the provocation. It is to be noted, moreover, that following the settlement of the dispute, the union did not seem to have objected to the suspension imposed by the employer on the claimant because the latter had assaulted the general manager of the company.

"Although the incident occurred during a labour dispute, it is important to note that **the personal conduct of the claimant under the circumstances was not actually related to the continuation of the dispute and could hardly result otherwise than in the imposition of disciplinary action by the employer."**

On April 22, the union replied to the statement of observations made by the insurance officer. And on May 6, the employer supplied additional information that was brought to the attention of the union and to which the union replied on May 15. On June 10, further information and comments were sent by the employer.

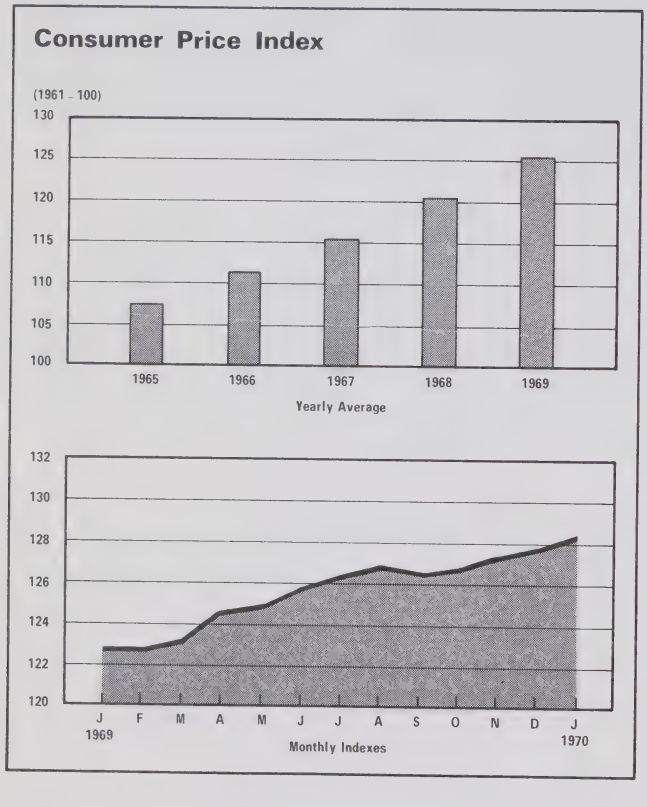
The deputy Umpire heard the case on June 11. It was adjourned in order to allow the claimant's representative to obtain written statements concerning the incident. On August 14, the union representative produced four sworn statements, signed on June 28. And the company provided complete statements.

On receiving these statements, the umpire said, "I now have before me more factual details than the board of referees had at the time of its decision." After hearing this evidence, the umpire said: "The issue was whether the claimant's behaviour, as established in the statements, warranted a disqualification. The statements clearly indicate that the claimant gave a shove or slightly touched the general manager's face, either in attempting to shove him aside or to pull him out of the car or once he was out of the car. **The general manager had the right to cross the picket line, even if the stoppage of work had not been unlawful. The provocation came from the pickets who prevented him from doing what he had a right to do** and, apparently, he was rather shocked when he was pulled out or forced to get out of his car. "This would explain his insulting words, if he actually uttered them, because the claimant's evidence on that matter is not confirmed by anyone. In any case, I cannot allow the claimant's version when he says, while being surrounded by a crowd of pickets, he was afraid of being assailed by [the general manager] and, for that reason, he gave him a shove in the face even before he got out of his car."

The general manager "was not injured and, from that standpoint, the assault was not a serious one; but an employer cannot let go unpunished people guilty of a physical assault on the company's general manager. He would never be able in the future to maintain discipline were he to let such incidents remain unpunished. I believe that the claimant was lucky to have been suspended instead of having been discharged.

"I have examined the quoted jurisprudence that establishes clearly that the claimant was guilty of misconduct ... Therefore, **I have no hesitation in dismissing the appeal and in upholding the disqualification imposed for the period between September 12 and October 21,** because I am of the opinion that the claimant has temporarily lost his employment by reason of his own misconduct."

Price indexes



Consumer, January 1970

The consumer price index (1961 = 100) increased 0.2 per cent to 128.2 in January from 127.9 in December, and was 4.6 per cent higher than in January 1969. Of the seven main components, four increased, two decreased, and one remained unchanged.

The food index rose 0.2 per cent to 130.1 from 129.8 but was still 0.4 per cent below the August 1969 peak of 130.6. Prices increased for restaurant meals and food consumed in the home. Beef prices advanced 2.0 per cent, and pork moved up 1.3 per cent—9 per cent higher than a year ago. Chicken prices rose 3.6 per cent, but were 3.3 per cent lower than in January 1969.

Among fresh produce items, substantial declines for lettuce, tomatoes and some fresh fruits outweighed increases for potatoes, celery and cabbage. With the exception of lettuce and potatoes, fresh vegetable prices were from 10 to 30 per cent higher than a year ago. Prices of dairy products and fats were unchanged, and bread registered a marginal decline.

The housing index increased 0.4 per cent to 128.1 from 127.6 and was 5.1 per cent higher than a year ago. Higher mortgage interest rates and increased prices for new houses and repairs moved the home-ownership index up 1.0 per cent. Rents advanced 0.2 per cent in the same period. The household operation index declined 0.1 per cent. Lower prices for applicances, floor coverings and household textiles and supplies outweighed increases for furniture, utensils, parcel postage and domestic help.

The clothing index declined 0.7 per cent to 125.5 from 126.4, mainly because of midwinter sales. The January index was 3.3 per cent higher than a year earlier. Among women's wear items, wool dresses, sweaters and winter coats each declined 3 per cent or more; men's wear, suits, slacks and sport shirts registered the largest decreases; and children's wear and piece goods components also declined. Footwear increased 0.1 per cent.



The transportation component increased 0.6 per cent to 122.7 from 122.0 and was 5.5 per cent higher than in January 1969. Gasoline prices advanced 0.3 per cent, but most of the increase was caused by higher train fares.

The health and personal care index was unchanged from its December level of 136.8 and was 5.6 per cent higher than a year earlier.

The recreation and reading index declined 0.1 per cent to 128.0 from 128.1 and was 3.1 per cent above its level of a year ago. Price decreases for television sets more than offset increases for phonograph records, cinema admissions and newspaper subscriptions.

The tobacco and alcohol index rose 0.2 per cent to 126.5 from 126.3, which was 4.3 per cent higher than the level a year earlier.

City consumer, January 1970

The consumer price index (1961 = 100) increased in six regional cities and city combinations, declined in one, and remained unchanged in three others. The movements ranged from an increase of 0.5 per cent in Halifax to a decrease of 0.1 per cent in Ottawa.

Food prices registered minor advances and declines, with the exception of Montreal, which recorded a rise of 1.0 per cent. Housing indexes advanced in most cities, reflecting generally higher shelter prices and increased parcel post rates.

Midwinter sales were mainly responsible for declines in the clothing components for seven cities. The level of apparel prices advanced slightly in St. John's, and remained unchanged in two other cities. Transportation indexes rose in all cities, mainly because of seasonally higher train fares. The indexes for health and personal care and for recreation and reading registered mixed movements across the country. Tobacco and alcohol indexes remained unchanged in all cities except Edmonton-Calgary, where higher beer prices increased the index by 1.3 per cent.

Regional consumer price index point changes between December 1969 and January 1970 were: Winnipeg unchanged at 126.2; Vancouver unchanged at 121.0; Halifax +.6 to 122.0; Montreal +.4 to 122.8; Saskatoon-Regina +.1 to 121.3; Ottawa —.1 to 125.4; Toronto +.2 to 126.1; Edmonton-Calgary unchanged at 123.5; Saint John +.4 to 121.5; St. John's +.4 to 120.0.

Wholesale, December 1969

The general wholesale index (1935-39 = 100) rose 0.7 per cent in December to 285.7 from the November index of 283.6, and was 4.1 per cent higher than the December 1968 index of 274.5. Five of the eight major group indexes were higher, and three declined.

The non-ferrous metals products group index moved up 5.1 per cent to 288.7 from 274.8 on higher prices for nickel and domestic lead. A rise of 1.6 per cent to 327.2 from 322.1 in the animal products group index reflected price increases for livestock, fresh and cured meats and eggs. There was an advance of 1.2 per cent to 297.7 from 294.2 in the iron products group index because of price increases for rolling mill products, scrap iron and steel and wire. The chemical products group index moved up to 0.9 per cent to 224.0 from 222.0 on higher prices for soaps and detergents, and paint and paint materials. In the non-metallic minerals products group, the index advanced slightly to 210.3 from 210.1.

The wood products group index moved down 0.9 per cent to 378.9 from 382.4 on price decreases for fir, cedar and spruce. A decrease of 0.4 per cent to 236.9 from 237.8 in the vegetable products group index reflected lower prices for fresh fruits, unmanufactured tobacco, and sugar and its products. The textile products group index declined slightly to 256.6 from 256.7.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 3.6 per cent to 281.5 from 271.8 in the four-week period January 2 to January 30. The animal products index increased 4.5 per cent to 374.8 from 358.8, and the field products index advanced 1.9 per cent to 188.2 from 184.7.

U.S. consumer, December 1969

The U.S. consumer price index (1957-59 = 100) rose 0.6 per cent in December to 131.3 from the November index of 130.5 and was 6.1 per cent higher than the December 1968 index of 123.7, which is the largest increase for any comparable period since November 1951.

About one half of the December 1969 increase was du to higher prices for foods, particularly eggs and fres vegetables. Housing accounted for 25 per cent of th latest increase. Health and medical services showed a increase after declining for several months.

British retail, November 1969

The British general index of retail prices (January 16 1962 = 100) was 133.5 at November 18, compared with 133.2 at October 21, and 126.7 at November 12, 1968.

The index measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of household in Britain, including practically all wage earners and most small- and medium-salary earners.

Reductions in the average prices of tomatoes and Brussels sprouts were more than offset by increases in the average prices of many other items of food, particularly eggs, pork and cauliflower. The index for foods, the prices of which show significant seasonal variation, declined to 128.4 compared with 129.2. The index for the food group as a whole rose to 132.0, compared with 131.8.

Mainly because of an increase in the average level of rents for dwellings let unfurnished, **the index for the housing group as a whole was 150.0 compared with 149.5.**

There were increases in the average levels of prices of many items of clothing and footwear, and the index for the group as a whole rose by 119.7 to 119.2.

Because of rises in the average levels of prices of second-hand cars and of charges for repair and maintenance of motor vehicules, the index for the transport and vehicles group as a whole rose to 124.5, compared with 124.1.

As a result of higher charges for services such as laundering and shoe repairing, and admission to dance halls, the index for the services group as a whole was 145.5, compared with 144.8.

General topics

Wage schedules—December

During December, the Department of Labour prepared 97 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 181 contracts in these categories were awarded. In addition, 176 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	1	$10,920.00
R.C.M.P.	1	9,475.00
Supply and Services	93	287,906.80

During December, the sum of $395.06 was collected from one contractor for wage arrears owing his employees as a result of the failure of the contractor, or his subcontractor, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of his contract. This amount is for distribution to the 32 workers concerned.

Unemployment insurance fund

During December, 1969, 23,829 investigations were completed across Canada. Of these, 11,816 were on-premises investigations, and 1,981 were selective investigations to verify the fulfilment of statutory conditions. The remaining 468 formal investigations and 9,564 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,724. Prosecutions were commenced in 246 cases, 244 against claimants and two against others. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in December totalled $53,426,242.57 compared with $56,401,489.56 in November and $55,652,120.58 in December 1968. **Benefits paid in December totalled $33,060,494.99 compared with $27,554,616.54 in November and $30,800,219.41 in December 1968.** The balance in the Fund on December 31, 1969 was $545,782,419.16 compared with $525,416,671.58 in November and $426,134,919.94 at the end of December 1968.

Employment—January

Employment declined 213,000 to 7,499,000 between December and January but was 75,000 higher than in January 1969. The labour force, at 7,984,000, was 111,000 lower than in December, and 93,000 higher than in January a year ago. Unemployment, at 485,000, increased 102,000, a less-than-usual increase for this time of year, and was 18,000 higher than a year ago. The unemployment rate in January, seasonally adjusted, was 4.5 per cent.

Employment

Between December and January, the decline in non-farm employment was 178,000, about average for this time of year. The largest decreases were in trade, 97,000, and construction, 45,000. There were smaller declines in transportation, communication and other utilities, 13,000, public administration, 13,000, and a seasonal drop of 35,000 in farm employment.

Compared with a year earlier, employment in community, business and personal service increased by 107,000. There were smaller gains in transportation, communication and other utilities, 28,000, and finance, insurance and real estate, 25,000. Declines were reported in agriculture, 29,000, trade, 17,000, manufacturing, 15,000, construction, 15,000, and public administration, 14,000.

Regionally, the largest relative annual increase took place in British Columbia, 6.1 per cent. This compared with gains of 1.0 per cent in Québec and 0.8 per cent in Ontario. Employment in the Prairie Provinces was 0.8 per cent below the January 1969 level. There was little change in the Atlantic Region.

Unemployment

Unemployment, at 485,000, was 102,000 higher than in December, and 18,000 more than a year ago.

Of the total unemployed in January, 170,000, or 35 per cent, had been unemployed for less than one month, 40 per cent for one to three months, and 25 per cent for four months or more. Unemployment in January 1970 represented 6.1 per cent of the labour force compared with 5.9 per cent in January 1969 and 6.1 per cent in January 1968.

U.S. employment review

The seasonally adjusted unemployment rate increased to 3.9 per cent of the civilian labour force in January from a revised 3.5 per cent in December.

The December rate, originally reported as 3.4 per cent, was revised upward because of the use of new seasonal adjustment factors computed on the basis of 1969 data. Such revisions are a regular practice at the beginning of each year.

The January increase raised the unemployment rate to its highest point since October 1967, when it reached a seasonally adjusted 4.2 per cent. The same adjustment procedure that affected the December figure lowered last September's rate of 4 per cent to 3.8 per cent, and revised the original 3.9 per cent for October to 3.8 per cent. Seasonally adjusted non-farm employment in January was 70,649,000, compared with 70,656,000 in December.

Most of the increase in unemployment since mid-1969 has taken place among blue-collar workers. The rate for this group advanced 4.6 per cent in January from 4.3 per cent in December, and only 3.8 per cent at mid-year.

In December, unemployment declined slightly to 3.21 per cent from a high of 3.33 per cent in November. There were an estimated 2,600,000 persons out of work compared with 2,700,000 in the previous month. The seasonally adjusted rate of unemployment was 3.4 per cent, unchanged from November. The civilian labour force in December was 81,416,000.

April credits

Unemployment Insurance Report, p. 298, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 308, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 309, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal Decisions, p. 296, originates with the Legislation Branch of the Department of Labour.

The Best if Not the Most Able, p. 295, originates with the Manpower Utilization Branch, Department of Manpower and Immigration.

Finished at Forty? Who Says? p. 292, was originated by W. G. Lovatt, Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 256, 262, 265, 274, 277, 286, 289, 291, 292, 293, 303. CNR: p. 257, 311. ILO: p. 258, 259. Paul Horsdal, Ottawa: p. 255. Public Archives of Canada: p. 261. Murray MacGowan: p. 314. Montreal Star–Canada Wide: p. 267.

Address change

The Montreal office of the Canada Department of Labour has moved to a new location. The new address is: Canada Department of Labour, Port of Montreal Building, Cité du Havre, Montreal 104, Québec.

Operation retrieval

A stepped-up program to encourage Canadians studying abroad to return to Canada has been announced by Manpower and Immigration Minister Allan MacEachen. A report on the Manpower Department's 1969-70 "Operation Retrieval" indicates a broadening of the scope of the program, the main purpose of which is to ensure that the 15,000 Canadians studying in American and European universities have every opportunity to be considered for jobs in Canada.

Mr. MacEachen noted that, in past years, the program furnished Canadian students abroad with limited labour market information and a listing of Canadian employers. To permit employers in Canada and Canadian scholars abroad to communicate with each other, Operation Retrieval now provides additional labour market information to the students, plus the names and addresses of approximately 700 potential employers who have indicated their interest in considering newly-graduated students for employment.

Replying to a questionnaire, these employers requested that they be listed in a Directory of Employers prepared by the Manpower Department. The Directory lists not only potential employers, but also information on scholarships, students loans, and addresses of Canada Manpower Centres. Students will be asked to complete personal information forms and return them to the Department of Manpower and Immigration in Ottawa. These forms will be mailed to 2,700 Canadian firms, including those listed in the Directory of Employers, and these firms will then be able to contact students directly.

Certification before the CLRB

The Canada Labour Relations Board met for three days during January. It granted seven applications for certification, rejected four, and ordered one representation vote. It allowed the withdrawal of four applications for certification and one application for revocation of certification. During the month, it received seven applications for certification.

Applications for certification granted

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Direct Motor Express (Québec) Limited, Dorval, Que. (L. G., Jan., p. 59).

Public Service Alliance of Canada, on behalf of a unit of operators at Courcellette, Qué., employed by Defence Construction (1951) Limited, Ottawa, Ont. (L. G., Feb., p. 145). Certain of the operators had intervened.

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of highway drivers employed by Imperial Roadways Limited, Winnipeg, Man. (L. G., Feb., p. 145).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed on towboats operated by False Creek Towing Co. Ltd., Vancouver, B.C. (L. G., Mar., p. 221). The Canadian Merchant Service Guild had intervened.

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed on vessels operated by Island Shipping Limited, Toronto, Ont. (L. G., Mar., p. 222).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed on vessels operated by Trans-Lake Shipping Ltd., Toronto, Ont. (L. G., Mar., p. 222).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed on vessels operated by Upper Lake Shipping Ltd., Toronto, Ont. (L. G., Mar., p. 222).

Applications for certification rejected

International Longshoremen's and Warehousemen's Union, Local 514, applicant, and Western Stevedoring Co. Ltd., Vancouver, B.C., respondent (foremen) (L. G. Nov. 1969, p. 683). (Reasons for judgment published as Supplement No. 1, 1970.) (See also item 2, below.)

International Longshoremen's and Warehousemen's Union, Local 514, applicant, and Empire Stevedoring Co. Ltd., Vancouver, B.C. respondent (foremen) (L. G. Nov. 1969, p. 683). (Reasons for judgment published as Supplement No. 1, 1970.) (See also item 1, above.)

Overseas Communications Union, Local 272, CLC, applicant, Canadian Overseas Telecommunication Corporation, Montreal, Que., respondent (supervisors), T. R. Leslie, et al., interveners, and H. H. LeQuesne, et al., interveners (L. G., Dec. 1969, p. 756). (Reasons for judgment published as Supplement No. 1, 1970.)

National Association of Broadcast Employees and Technicians, applicant, Baton Broadcasting Limited (CFTO-TV), Toronto, Ont., respondent, and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, intervener (L. G., Mar., p. 221). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote.

Representation vote ordered

Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, J. B. Baillargeon Express Limitée, Montreal, Qué., respondent, and the Association of Employees of J. B. Baillargeon Express Limitée, intervener (L. G.,

Feb., p. 145). The names of the applicant union and the intervener will appear on the ballot (Returning Officer: G. R. Doucet).

Applications for certification withdrawn

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian National Railways, Montreal, Qué., respondent (restaurant employees at Port-aux-Basques, Nfld.) (L. G., Jan., P. 57).

Building Material, Construstion and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Vanmarnel Construction Co. Ltd., Whitehorse, Y.T., respondent (L. G., Jan., p. 58).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Reimer Express Lines Limited, Winnipeg, Man., respondent (truck drivers, St. Catharines, Ont.) (L. G., Mar., p. 222).

Canadian Merchant Service Guild, applicant, and Falt Towing Ltd., Cowichan Bay, B.C., respondent (masters and mates) (L. G., Mar., p. 222).

Application for revocation withdrawn

Lakehead Freightways Ltd., Port Arthur, Ont., applicant (employees at Sault Ste. Marie, Ont.), and General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., Feb., p. 145).

Applications for certification received

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of W. R. Cameron Limited, St. Catharines, Ont. (Investigating Officer: H. A. Fisher).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of chauffeurs, helpers and dockmen, employed at the Montreal Branch of M. & P. Transport Ltd., Edmonton, Alta. (Investigating Officer: S. T. Payne).

General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Roberval Express Limited, Chambord, Qué. (Investigating Officer: S. T. Payne).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Messagerie Cotiére Limitée, Montreal, Qué. (Investigating Officer: G. R. Doucet).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerks employed in the office of Superintendent of Pensions by Canadian Pacific Railway Company, Montreal, Qué. (Investigating Officer: S. T. Payne).

International Longshoremen's and Warehousemen's Union, Local 502, on behalf of a unit of employees of Westshore Terminals Ltd., Delta, B.C. (Investigating Officer: A. A. Franklin).

Syndicat des Employés de Tessier & Fils Ltée (CSN), on behalf of a unit of employees of Tessier & Fils Ltée, Baie-Comeau, Qué. (Investigating Officer: S. T. Payne).

Conciliation before the minister of labour

During January the Minister of Labour appointed conciliation officers to deal with the following disputes;

New Imperial Mines Ltd., Whitehorse, Y.T., and Local 929, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

Leamington Transport (Western) Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service) Saint John, N.B., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden).

The Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (Conciliation Officer: G. R. Doucet).

Ottawa Transportation Commission, and Amalgamated Transit Union, Division No. 279 (Conciliation Officer: J. S. Gunn).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

The Shipping Federation of Canada, Inc., and the International Longshoremen's Association, Local 273, Saint John, N.B., and Local 269, Halifax, N.S. (Conciliation Officers: C. E. Poirier and C. A. Ogden).

Robin Hood Flour Mills Limited, Port Colborne, Ont., and Canadian Food and Allied Workers (Plant employees) (Conciliation Officer: H. A. Fisher).

Canadian Broadcasting Corporation, and Canadian Union of Public Employees (Conciliation Officers: C. E. Poirier and G. R. Doucet).

National Harbours Board, Port of Montreal, and National Syndicate of Office Employees of the Port of Montreal (CNTU) (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers

Empire Freightways Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395. (L. G., March, p. 218). (Conciliation Officer: A. E. Koppel).

The Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae) (L. G., March, p. 218).

Crown Assets Disposal Corporation, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae) (L. G., March, p. 219).

La Télévision de Québec (Canada) Ltée., Ste. Foy, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L. G., Jan., p. 59).

Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and the United Steelworkers of America (Conciliation Officers: T. B. McRae and K. Hulse) (L. G., Feb., p. 142).

Conciliation boards appointed

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L. G., Jan., p. 59).

Radio Atlantic Limited (Radio Station CFNB) Fredericton, N.B., and National Association of Broadcast Employees and Technicians (L. G., Dec. 1969, p. 754).

Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, B.C., and Canadian Merchant Service Guild (L. G., March, p. 218).

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., March, p. 218).

Conciliation board fully constituted

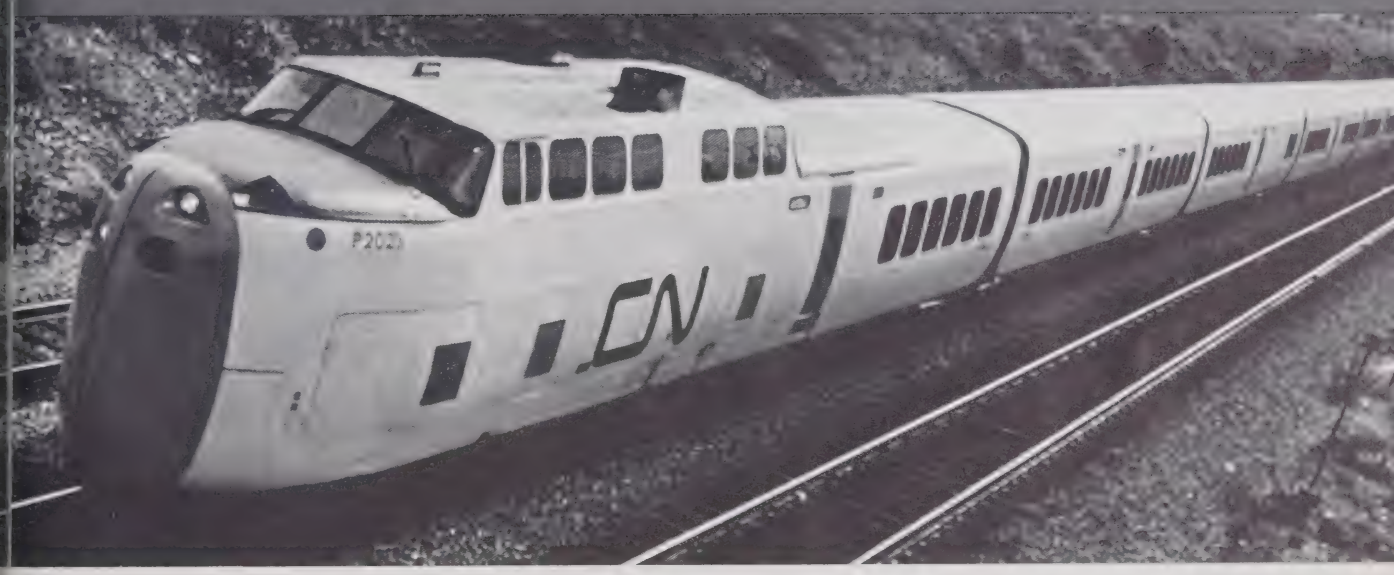
The Board of Conciliation and Investigation established in December to deal with a dispute between Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (L. G., March, p. 219). was fully constituted in January with the appointment of Dr. Noel A. Hall of Vancouver, as chairman. Dr. Hall was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee David E. Hewitt, and union nominee Grant McNeil, both of Vancouver.

Conciliation board reports received

C.P. Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local 31 (L. G., March, p. 219). (Full text in Supplement No. 2, 1970.)

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., March, p. 219). (Full text in Supplement No. 1, 1970.)

Railway arbitration



Four disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on December 9, 1969. Grievances were dismissed in three of the cases and in the other case, part of the grievance was allowed.

Case No. 191. Dispute between the CPR Transport Department and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the cancelling of a run on a holiday and the subsequent displacement of an employee.

The route was cancelled because of a statutory holiday. The regular driver on the route was allowed to use his seniority and displace an employee on another route. After the holiday, he was told to go back on his regular route but the union contended that he did not have to revert to his original position.

The collective agreement states that "an employee whose position is abolished or who is displaced from his permanent position may displace a junior employee in his local seniority group for whose position he is qualified." The arbitrator said that the position was not abolished although the driver was displaced temporarily. And after the holiday, his regular assignment was no

longer cancelled. Therefore, there was no reason that he should not revert to his regular assignment. The arbitrator dismissed the grievance.

Case No. 192. Dispute between the CPR Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over claims for time not worked because of contracting out.

Two employees had been laid off because of a reduction of staff. The union contended that an article of the agreement was violated by not recalling the men when work was contracted out. The arbitrator found that work had been contracted out and that the company did not increase its work force, leaving it at a reduced level.

The arbitrator referred to other cases involving contracting out and said that the prohibition of contracting out "must be expressly set out in the collective agreement." He found no such prohibition in the contract and decided that there was no violation of the agreement. He dismissed the grievance.

Case No. 193. Dispute between CPR and the United Transportation Union over discipline assessed and the claim by a brakeman for compensation for time he was held out of service during an investigation of an accident.

The brakeman was head-end brakeman on a train when it collided head-on with another train. An investigation was held during which time the brakeman was held out of service from December 2 to December 23. At the end of the investigation, the man was assessed 10 demerit marks. The union contended that he was held out of service for an unnecessarily long time and that his part of the responsibility for the accident was not established.

The arbitrator agreed with the company and said that the discipline was proper but disagreed with the company about the time out of service. He said that the man could have worked during that time except for the three days on which he had to attend the investigation. In his award, the arbitrator dismissed the grievance relating to the 10 demerit marks but stated that the brakeman should be compensated for miles lost as the result of his being held out of service except for the three days of the investigation.

Case No. 194. Dispute between the CPR and the United Transportation Union over claims of two conductors and two crews for extra mileage.

When required to lift a portion of their trains from yard tracks located in the extended portion of a yard, the conductors and crews claimed payment for such service as "trips separate and apart from" their regular trips. The yard in question contains tracks within two subdivisions and the lifting was done in the one subdivision by a crew from the other subdivision. The arbitrator found that it was agreed that crews from either subdivision "could properly perform work in connection with their own trains even though on track within the other's subdivision, provided it was within the confines of the yard. This is proper, since the whole yard constitutes the terminal." In his award, the arbitrator said, "work within the terminal cannot properly be said to be on another subdivision." He dismissed the grievance.

In the October 1969 issue of The Labour Gazette (L. G., Oct. 1969, p. 603), it was reported that the decision in **Case No. 159** would be published at a later date. **The case was subsequently withdrawn from the jurisdiction of the arbitrator and consequently no award of the arbitrator was issued.**

Publications in the library

List No. 253

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

Business

■ **No. 1—American Statistical Association. Business and Economic Statistics Section.** Proceedings, 1968. Papers presented at the annual meeting of the American Statistical Association, Pittsburgh, Pa., August 20-23, 1968, under the sponsorship of the Business and Economic Statistics Section. Washington [1969?]. xi, 495 p.

■ **No. 2—Carlisle, Arthur Elliott.** Cultures in collision; U.S. corporate policy and Canadian subsidiaries. Ann Arbor, Mich., University of Michigan, 1967. xviii, 162 p. "This book is a representation of the author's doctoral dissertation . . . [submitted to] the University of Michigan, 1966." This book aims to identify some of the effects of cultural differences on management and industrial relations policies and practices of U.S.-controlled firms operating in the different cultural and lingual setting of the Province of Québec.

Finance

■ **No. 3—Canada. Prime Minister.** Federal-provincial grants and the spending power of Parliament. Les subventions fédérales-provinciales et le pouvoir de dépenser du Parlement canadien. Ottawa, Queen's Printer, 1969. 59 p. Government of Canada Working paper on the Constitution.

■ **No. 4—National Industrial Conference Board.** High interest rates and tight money, by Patrick J. Davey and Francis J. Walsh, Jr. New York, 1969. 23 p.

Industrial relations

■ **No. 5—Industrial Relations Research Association.** Proceedings of the 1969 annual Spring meeting, May 2-3, 1969, Des Moines, Iowa. Edited by Gerald G. Somers. Madison, 1969. 460-560 p.

■ **No. 6—Joint Conference on Industrial Relations. 3rd, Charlottetown, P.E.I., 1969.** Third joint conference . . . Charlottetown, P.E.I., April 11, 1969. Conference theme: "Continuing communications." [Ottawa] Published by Labour-Management Consultation Branch, Canada Dept. of Labour, 1969. 125 p.



■ **No. 7–Joint Labour-Management Study Conference, Dalhousie University, Halifax.** 6th, 1967. The Sixth Nova Scotia Labour-Management Study Conference; points of agreement, proceedings and addresses of November 23-24, 1967. Halifax, Institute of Public Affairs, Dalhousie University, 1968. xv, 65 p. Some of the topics discussed were conciliation, strikes and their settlement, industrial relations in Sweden, and, productivity.

■ **No. 8–Wood, William Donald.** The current industrial relations scene in Canada. Kingston, Ont., Industrial Relations Centre, Queen's University, 1969. 1 v. (looseleaf). "Background material for presentations at 'Industrial Relations–1968'–annual one-week industrial relations seminar conducted by the Industrial Relations Centre, Queen's University, Kingston, Ontario." Contents. The current Canadian economic environment. The behaviour of Canadian wages and salaries in the post-war period. Manpower trends and manpower planning. Government legislation and public policy. Trade union developments. White-collar unionism. Collective bargaining patterns and trends. Conclusions. Consists of photocopies of published material, with a summary outline for each section.

Labour supply

■ **No. 9–Adams, Leonard Palmer.** The public Employment Service in transition, 1933-1968; evolution of a placement service into a manpower agency. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1969. xv, 246 p.

■ **No. 10–Kingston, Ont. Queen's University. Industrial Relations Centre.** Manpower management in Canada, a selected bibliography, by C. Brian Williams. Kingston, 1968. 121 p.

■ **No. 11–National Industrial Conference Board.** Manufacturing employment by type of location; an examination of recent trends, by Daniel Creamer, assisted by Walter B. Brown. New York, 1969. 120 p.

■ **No. 12–U.S. Bureau of Labor Statistics.** Tomorrow's manpower needs; national manpower projections and a guide to their use as a tool in developing State and area manpower projections. Washington [G.P.O., 1969] 4v. Contents: v.l. Developing area manpower projections. v.2. National trends and outlook: industry employment and occupational structure. v.3. National trends and outlook: occupational employment. v.4. The National industry-occupational matrix and other manpower data.

Social security

■ **No. 13–Black, Edwin R.** Minimum annual income plans: the issues and a proposal. Ottawa, Research Office of the Progressive Conservative Party, 1969. 20 p.

■ **No. 14—Kelly, Laurence Alexander.** Emerging social ecurity issues. Kingston, Ont., Industrial Relations 'entre, Queen's University, 1969. iv, 22 p.

■ **No. 15—Thur, Otto E.** Some observations on: Social olicies for Canada, part 1. Montreal, Canadian hamber of Commerce, 1969. 24 p. Comments on the anadian Welfare Council's publication, Social policies or Canada, part 1, which touches on the guaranteed nnual income, among other topics.

Wages and hours

■ **No. 16—New Brunswick. Department of Labour.** urvey of wage and salary rates, 1968. Fredericton, 1969. iii, 59 p.

■ **No. 17—U.S. Bureau of Labor Statistics.** Summary f manufacturing production workers earnings series, 939-68. Washington [G.P.O.] 1969. 17 p.

Women

■ **No. 18—Australia. Women's Bureau.** Facts and igures. Rev. ed. Melbourne, 1968. 47 p.

■ **No. 19—[Conference on Sex Discrimination in Employment Practices, University of California at Los Angeles,** 1968] Sex discrimination in employment practices; a report from the Conference held at University Extension, University of California at Los Angeles in cooperation with Personnel and Industrial Relations Association, inc., and Women's Bureau, U.S. Department of Labor [Thursday, September 19, 1968. Washington, G.P.O., 1969]. 34 p.

■ **No. 20—National Conference of Commissions on the Status of Women. 4th, Washington, D.C., 1968.** 1968: ime for action; highlights of the fourth National Conference of Commissions on the Status of Women, Washington, D.C., June 20-22, 1968. Washington, GPO, 1969. Conference cosponsored by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women.

Workmen's compensation

■ **No. 21—Canada, Department of Labour. Legislation Branch.** Workmen's compensation in Canada. Ottawa, Queen's Printer, 1969. vii, 111 p. "The study [is] a complete revision of its predecessor Workmen's Compensation in Canada: a Comparison of Provincial Laws, which was issued annually by the Department of Labour for many years . . . The study describes the laws as they were on December 31, 1967." To be brought up to date by an annual supplement. See note on p. [iv]. Title in French: La réparation des accidents au Canada.

■ **No. 22—New York (State). Workmen's Compensation Board.** Digests of laws administered by the Workmen's Compensation Board; including questions and answers, forms and charts. Rev. ed. [Albany] 1969. 243 p. Cover title: Digests of laws: the Workmen's compensation law; the Disability benefits law; Workmen's compensation for civil defense volunteers; the Volunteer firemen's benefit law.

Miscellaneous

■ **No. 23—National Industrial Conference Board.** Education, training, and employment of the disadvantaged. New York, 1969. vii, 76 p.

■ **No. 24—Teach-In on the Black Man in Nova Scotia, St. Francis Xavier University,** Antigonish, N.S., 1969. The Black man in Nova Scotia; Teach-In report, St. F.X. University, January, 1969. Antigonish, N.S., St. Francis Xavier University, 1969. 46 p. The Teach-In which took place January 24-25, 1969 was sponsored by the X-Project, a student volunteer organization at St. Francis Xavier University engaged in social action work with minority groups in the area around the University. The reasons for holding the Teach-In were to give Black people an opportunity to discuss their problems, and to inform students of a pressing social problem in Nova Scotia.

■ **No. 25—U.S. Bureau of Labor Statistics.** Retail prices of food, 1964-68; indexes and average prices. Washington, GPO, 1969. 62 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previou Yea
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended January 17, 1970		7,984	− 1.4	+ 1.
Employed		7,499	− 2.8	+ 1.(
Agriculture		422	− 7.7	− 6.(
Non-agriculture		7,077	− 2.5	+ 1.
Paid workers		6,521	− 3.0	+ 1.
At work 35 hours or more		5,905	− 5.1	−
At work less than 35 hours		1,285	+ 0.7	+ 6.(
Employed but not at work		309	+45.1	− 2.(
Unemployed		485	+26.6	+ 3.(
Atlantic		62	+34.8	− 1.(
Québec		178	+17.1	− 4.(
Ontario		124	+30.5	+11.(
Prairie		60	+36.4	+13.2
British Columbia		61	+32.6	+15.1
Without work and seeking work		423	+20.9	− 1.4
On temporary layoff up to 30 days		62	+87.9	+63.2
INDUSTRIAL EMPLOYMENT (1961 = 100)†	December	126.8	− 2.4	+ 3.3
Manufacturing employment (1961 = 100)†	December	123.4	− 2.4	+ 1.6
IMMIGRATION	1st 9 mos.	119,692	—	−12.2
Destined to the labour force	1st 9 mos.	63,124	—	−10.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	57	−14.9	−10.9
No. of workers involved	January	8,429	−28.1	−16.1
Duration in man days	January	102,840	−25.6	−18.2
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	December	117.07	− 3.6	− 6.5
Average hourly earnings (mfg.)†	December	$ 2.96	+ 2.8	+ 9.6
Average weekly hours paid†	December	36.9	− 8.7	− 2.9
Average weekly wages (mfg.)†	December	$109.04	− 6.1	+ 6.3
Consumer price index (1961 = 100)	January	128.2	+ 0.2	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	November	122.0	+ 0.7	+ 2.2
Total labour income (Millions of dollars)†	December	3,360.4	− 2.4	+11.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	December	171.5	+ 1.4	+ 3.4
Manufacturing	December	170.2	+ 0.5	+ 2.4
Durables	December	190.5	+ 0.7	+ 2.3
Non-durables	December	153.6	+ 0.3	+ 2.6
NEW RESIDENTIAL CONSTRUCTION**				
Starts	December	11,617	− 7.5	−23.0
Completions	December	12,716	−16.5	− 0.5
Under construction	December	114,386	− 1.1	+ 7.1

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

Tables

-1 to A-3 — Labour Force

-1 — Labour Income

-1 to C-7 — Employment, Hours and Earnings

-1 to E-4 — Unemployment Insurance

-1 and F-2 — Prices

-1 to G-4 — Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended January 17, 1970

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
HE LABOUR FORCE	7,984	623	2,232	2,982	1,306	841
Men	5,436	429	1,549	2,000	893	565
Women	2,548	194	683	982	413	276
14-19 years	706	58	199	229	140	80
20-24 years	1,204	120	379	408	186	111
25-44 years	3,486	239	997	1,344	532	374
45-64 years	2,401	192	611	926	414	258
65 years and over	187	14	46	75	34	18
MPLOYED	7,499	561	2,054	2,858	1,246	780
Men	5,055	375	1,407	1,906	845	522
Women	2,444	186	647	952	401	258
Agriculture	422	19	84	106	194	19
Non-agriculture	7,077	542	1,970	2,752	1,052	761
Paid workers	6,521	496	1,792	2,566	969	698
Men	4,266	327	1,206	1,699	609	455
Women	2,255	169	586	897	360	243
NEMPLOYED	485	62	178	124	60	61
Men	381	54	142	94	48	43
Women	104	*	36	30	12	18
ERSONS NOT IN LABOUR FORCE	6,857	753	2,018	2,329	1,094	663
Men	1,919	253	548	620	316	182
Women	4,938	500	1,470	1,709	778	481

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended January 17, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,841	2,459	4,211	1,173	4,308	1,134	1,556
LABOUR FORCE	7,984	706	3,983	910	1,441	757	187
Employed	7,499	604	3,793	795	1,399	729	179
Unemployed	485	102	190	115	42	28	**
NOT IN LABOUR FORCE	6,857	1,753	228	263	2,867	377	1,369
PARTICIPATION RATE†							
1970—January 17	53.8	28.7	94.6	77.6	33.4	66.8	12.0
1969—December 13	54.7	30.8	95.0	78.5	34.2	66.6	12.6
UNEMPLOYMENT RATE‡							
1970—January 17	6.1	14.4	4.8	12.6	2.9	3.7	**
1969—December 13	4.7	10.4	3.9	9.1	2.5	2.8	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended January 17, 1970

	January 1970	December 1969	January 1969
	(in thousands)		
TOTAL UNEMPLOYED	485	383	467
On temporary layoff up to 30 days	62	33	38
Without work and seeking work	423	350	429
Seeking:			
Full-time work	401	328	408
Part-time work	22	22	21
Under 1 month	108	106	124
1-3 months	194	149	185
4-6 months	67	49	58
More than 6 months	54	46	62

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	Monthly Totals									
	(millions of dollars)									
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1969—Total††	908	10,085	3,323	463	2,859	689	5,661	13,167	2,038	39,471
1968—December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.2	3,257.6
June	75.8	859.3	280.8	43.6	240.3	58.7	477.5	1,106.0	188.6	3,359.6
July	74.1	846.2	287.3	47.0	262.0	59.2	469.0	1,142.7	182.4	3,403.6
August	72.8	850.6	294.3	46.9	280.8	60.3	469.0	1,139.3	179.7	3,429.6
September	71.6	868.3	289.3	48.1	285.4	59.9	485.5	1,137.4	175.0	3,451.7
October*	73.2	863.9	284.6	46.6	278.6	59.7	494.0	1,140.9	172.0	3,438.0
November†	76.7	870.6	283.3	44.2	263.2	60.1	507.2	1,154.2	162.2	3,441.5
December††	81.3	855.9	273.2	37.4	219.7	59.9	511.7	1,144.7	158.8	3,360.4
Seasonally Adjusted										
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1969—Total ††	908	10,085	3,323	463	2,859	689	5,661	13,167	2,038	39,471
1968—December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January*	76.4	809.4	272.2	28.4	219.5	54.7	448.8	1,026.7	160.1	3,119.4
February*	77.1	817.7	268.8	30.5	236.3	52.1	452.3	1,047.6	162.9	3,168.3
March*	78.1	826.4	273.6	39.3	228.8	54.9	457.8	1,048.7	164.2	3,194.9
April*	78.4	827.0	271.4	41.3	233.7	57.0	459.7	1,057.8	165.6	3,215.0
May*	74.9	837.9	271.8	41.2	227.2	57.7	465.7	1,090.7	168.6	3,258.5
June*	73.7	844.7	275.9	40.3	225.7	58.1	471.1	1,089.1	171.9	3,273.8
July*	72.8	849.4	277.6	41.3	233.4	57.9	468.7	1,134.2	172.5	3,330.2
August*	71.6	836.9	285.2	40.5	245.3	58.5	471.5	1,132.9	173.1	3,338.3
September*	71.9	849.4	280.8	40.3	250.5	58.9	485.2	1,121.4	173.6	3,355.2
October*	73.4	848.4	281.2	39.6	244.9	59.2	489.8	1,131.1	174.3	3,365.0
November†	76.8	863.4	283.1	38.1	251.2	59.7	495.1	1,146.5	175.2	3,413.2
December††	82.6	874.0	281.3	42.6	261.9	60.2	495.5	1,140.9	176.4	3,439.4

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 196 employers in the principal non-agricultural industries reported a total employment of 3,848,729. Table C-3 gives estimates of total em ployment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more person and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewha smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—October	126.0	144.3	112.90	124.6	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September*	130.3	154.0	120.49	127.0	154.0	125.62
October†	129.8	154.5	120.89	126.3	154.7	126.17

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct. 1968
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	123.4	125.2	121.5	99.42	99.37	91.13
Newfoundland	128.5	132.7	128.2	108.18	107.13	99.53
Prince Edward Island	144.6	146.5	147.2	79.49	79.51	68.77
Nova Scotia	118.8	119.7	116.8	97.02	98.40	89.67
New Brunswick	123.6	125.0	120.4	98.40	97.25	89.56
Québec	123.8	124.3	120.9	118.77	117.97	110.49
Ontario	132.5	132.1	129.8	124.60	124.15	117.34
Prairie Region	129.9	131.2	124.1	114.52	114.46	106.43
Manitoba	122.1	122.6	118.6	109.20	109.68	103.25
Saskatchewan	119.4	122.4	121.2	109.26	108.45	104.75
Alberta	140.8	142.1	129.9	120.27	120.07	109.54
British Columbia	142.0	143.5	131.9	133.12	133.76	123.31
Canada	129.8	130.3	126.0	120.89	120.49	112.89
URBAN AREAS						
St. John's	140.1	142.6	146.0	94.18	94.19	88.84
Halifax	124.8	123.6	118.2	98.99	100.19	92.73
Sydney	92.5	92.7	101.9	104.49	102.55	97.38
Moncton	138.3	135.0	124.6	95.58	94.68	86.45
Saint John	115.1	113.5	111.1	100.06	100.13	91.36
Chicoutimi	115.2	114.6	109.9	135.84	134.17	127.16
Montreal	125.5	125.6	123.4	119.30	119.28	112.31
Québec	121.6	121.1	119.4	104.66	103.85	95.01
Shawinigan	94.1	94.6	99.4	120.13	120.30	111.95
Sherbrooke	119.8	120.2	118.0	101.01	101.38	95.08
Trois-Rivières	119.1	119.4	112.6	113.99	111.69	103.63
Ottawa-Hull	142.1	141.0	133.6	113.61	113.41	105.10
Belleville	129.5	129.5	124.7	107.05	104.24	98.53
Brampton	278.5	291.7	267.2	121.31	124.05	116.43
Brantford	139.5	141.3	132.2	110.78	110.97	106.26
Fort William-Port Arthur	125.6	127.0	126.3	120.22	117.64	111.14
Guelph	143.2	143.6	138.5	115.35	114.39	107.31
Hamilton	122.1	110.3	119.3	126.29	122.65	120.54
Kingston	128.3	129.0	124.2	116.74	116.10	110.01
Kitchener	160.3	159.6	150.3	111.07	110.84	104.59
London	128.9	128.6	124.9	115.19	115.67	108.86
Niagara Falls	120.1	125.4	113.5	112.40	111.94	105.35
Oshawa	147.2	147.6	142.3	138.74	143.57	146.89
Peterborough	148.2	144.6	138.4	126.52	124.93	116.57
Sarnia	145.4	145.5	144.3	156.47	161.97	149.35
Sault Ste. Marie	66.3	71.2	121.5	128.25	126.42	127.20
Sudbury	55.8	56.3	120.7	131.20	128.49	139.06
St. Catharines	145.4	148.9	143.9	134.30	134.85	130.67
Timmins	72.2	72.9	74.0	110.39	110.72	99.39
Toronto	138.1	137.3	132.2	126.84	126.20	117.68
Welland	102.3	101.7	108.5	140.74	140.78	132.16
Windsor	159.7	162.6	158.2	146.93	148.17	136.96
Winnipeg	126.2	125.1	119.4	102.12	102.12	95.43
Regina	125.2	127.1	125.9	105.40	105.54	99.96
Saskatoon	142.4	146.6	147.4	103.08	102.15	100.10
Calgary	151.7	152.6	137.5	119.84	120.13	107.92
Edmonton	149.9	149.8	138.1	114.28	114.72	104.51
Vancouver	142.7	143.6	132.5	127.56	128.70	118.64
Victoria	138.4	139.4	121.3	112.34	112.41	103.54

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
October 1969*	—	113.7	888.1	823.9	431.2	—	1,105.5	301.4	1,127.7	713.3	425.7	6,685.8
September 1969*	80.0	113.4	901.0	819.6	430.7	685.9	1,094.7	300.8	1,109.9	719.0	433.6	6,697.6
October 1968..	71.7	120.6	870.9	802.9	403.1	654.4	1,009.7	284.9	1,099.6	630.1	406.9	6,362.8
NEWFOUNDLAND												
September 1969*	2.8	5.6	11.4	1.9	10.2	14.9	16.9	2.2	22.0	9.2	8.4	105.5
August 1969†	2.8	5.4	12.3	2.1	10.6	14.8	18.2	2.3	22.0	9.5	8.8	108.9
September 1968..	2.6	5.8	10.3	2.1	10.7	13.9	16.7	2.0	23.9	8.3	8.3	104.7
PRINCE EDWARD ISLAND												
September 1969*	0.1	—	2.6	0.5	2.3	3.3	4.9	0.6	6.3	2.6	2.3	25.6
August 1969†	0.1	—	2.8	0.5	2.3	3.3	4.5	0.6	6.1	2.7	2.4	25.5
September 1968..	—	—	2.6	0.5	2.4	3.6	4.6	0.6	5.9	1.8	2.7	24.8
NOVA SCOTIA												
September 1969*	2.6	5.7	19.4	15.5	16.9	21.4	34.9	7.0	42.6	17.1	21.4	204.6
August 1969†	2.6	5.7	20.2	15.7	16.9	23.3	33.9	7.1	40.0	18.2	22.5	206.0
September 1968..	2.8	6.9	19.4	15.0	15.8	21.4	32.4	6.6	37.2	15.1	20.3	192.8
NEW BRUNSWICK												
September 1969*	8.0	2.5	20.7	11.6	13.8	21.6	26.3	4.8	31.4	11.0	13.9	165.5
August 1969†	8.7	2.6	21.3	11.9	13.1	21.4	26.6	4.7	29.8	11.5	12.8	164.4
September 1968..	9.2	2.6	18.9	10.9	10.1	20.4	25.1	4.5	30.0	10.5	11.5	153.6
QUÉBEC												
September 1969*	26.5	26.0	336.6	204.3	96.4	188.6	273.0	84.0	310.0	181.3	94.3	1,820.8
August 1969†	26.2	26.6	340.1	204.0	94.9	188.1	269.4	85.1	304.1	185.8	97.5	1,821.9
September 1968..	25.7	25.7	327.5	201.1	96.6	185.3	245.0	79.2	295.6	163.4	88.0	1,733.0
ONTARIO												
September 1969*	11.9	23.7	387.7	450.1	166.7	223.6	431.7	131.3	402.5	290.2	174.7	2,694.1
August 1969†	11.6	25.3	388.5	451.6	170.9	222.6	421.4	132.1	397.0	300.3	178.0	2,699.4
September 1968..	11.3	35.5	380.2	452.2	159.9	212.3	388.9	122.2	394.2	261.2	171.8	2,589.7
MANITOBA												
September 1969*	1.0	7.6	28.9	23.2	19.2	47.7	60.9	13.6	51.7	34.8	20.7	308.9
August 1969†	1.2	7.8	29.1	22.9	20.3	48.6	56.3	13.6	48.9	35.0	21.3	304.9
September 1968..	0.9	6.9	28.3	20.4	18.9	47.5	53.3	12.9	50.9	30.2	20.0	290.2
SASKATCHEWAN												
September 1969*	0.5	5.9	10.2	5.5	14.7	27.5	39.6	8.1	47.1	21.6	20.4	201.3
August 1969†	0.6	6.0	10.7	5.8	15.3	27.4	39.6	8.6	46.1	22.1	21.5	203.7
September 1968..	0.4	5.1	10.3	5.6	17.2	27.2	39.7	8.2	44.4	20.0	18.4	196.4
ALBERTA												
September 1969*	2.0	22.1	28.1	26.7	43.0	54.8	87.9	19.3	91.3	61.9	34.1	471.3
August 1969†	2.3	23.6	28.4	27.2	45.6	54.6	87.2	19.1	87.2	63.7	34.8	473.8
September 1968..	2.1	20.4	26.8	23.6	39.5	50.9	80.7	17.8	88.2	53.2	33.1	436.5
BRITISH COLUMBIA												
September 1969*	24.7	11.3	55.1	80.2	46.9	80.6	117.3	29.7	103.6	87.6	40.8	677.7
August 1969†	25.4	11.8	57.6	79.6	47.9	85.0	116.3	30.2	97.9	92.7	41.6	685.9
September 1968..	21.3	9.8	54.3	72.9	39.1	79.6	106.5	28.3	99.3	75.6	38.6	625.3

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 720-08).

able C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

ıdustries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	October 1969	September 1969	October 1968	October 1969	September 1969	October 1968
	(1961 = 100)			$	$	$
ʻINING, INCLUDING MILLING	101.3	101.7	110.1	153.02	149.80	143.01
Metals	85.0	84.8	102.6	152.22	149.25	144.05
Mineral fuels	100.9	100.4	102.6	162.96	162.13	147.94
Non-metals except fuels	132.9	135.8	121.4	146.78	139.15	133.97
Quarries and sand pits	128.6	132.3	112.9	135.52	135.68	122.78
Services incidental to mining	159.4	161.3	161.8	154.80	150.95	146.71
ʻANUFACTURING	126.3	127.0	124.6	126.17	125.62	118.08
Durable goods	137.5	136.2	134.7	135.92	136.52	128.34
Non-durable goods	117.3	119.5	116.4	116.92	115.55	108.48
Food and beverages	111.6	119.0	113.5	110.07	108.31	101.77
Foods	111.3	119.7	113.3	106.18	104.60	98.58
Beverages	113.9	114.8	114.6	134.03	132.71	121.61
Tobacco processing and products	87.7	87.6	91.0	140.72	139.43	125.52
Rubber products	121.7	120.3	124.7	135.63	130.17	124.33
Leather products	95.6	97.1	100.5	81.68	81.18	76.73
Textile products	119.8	119.3	120.7	104.94	105.29	97.73
Knitting mills	118.0	117.8	118.5	80.16	79.66	74.63
Clothing	111.0	111.9	110.3	78.10	76.29	72.69
Wood products	112.3	114.2	111.5	113.75	114.77	107.28
Furniture and fixtures	139.8	139.7	132.1	104.92	104.31	97.99
Paper and allied industries	123.5	124.3	118.4	146.56	145.16	136.38
Printing, publishing and allied industries	117.1	117.1	114.5	131.49	130.64	123.12
Primary metal industries	110.9	100.5	126.3	150.57	150.33	142.05
Metal fabricating industries	139.4	137.8	133.8	132.12	133.97	123.21
Machinery, except electrical	155.2	154.7	139.3	143.72	141.87	132.09
Transportation equipment	159.7	162.4	153.8	151.12	154.29	146.47
Electrical products	153.6	153.2	146.7	128.43	127.84	119.43
Non-metallic mineral products	124.5	125.9	119.2	135.33	135.79	126.77
Petroleum and coal products	103.4	103.1	102.5	181.93	183.28	170.34
Chemicals and chemical products	121.0	120.8	118.9	142.53	141.68	132.92
Miscellaneous manufacturing industries	156.5	157.3	145.3	106.83	106.41	100.31
CONSTRUCTION	133.0	134.8	131.9	159.38	159.67	143.17
Building	142.8	144.1	139.3	157.43	157.72	140.14
Engineering	116.1	118.7	119.5	163.49	163.74	148.74
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.9	114.9	111.5	137.09	135.54	125.40
Transportation	108.5	111.1	108.3	136.33	134.10	123.74
Storage	109.4	110.0	113.0	121.77	119.30	111.81
Communication	122.2	123.0	117.7	130.16	130.40	121.09
TRADE	141.2	138.6	132.6	95.00	95.15	88.16
Wholesale trade	132.3	131.4	125.1	120.21	119.17	111.24
Retail trade	146.0	142.5	136.7	82.41	82.95	76.48
FINANCE, INSURANCE AND REAL ESTATE	140.9	140.0	132.2	113.99	113.27	108.34
Financial institutions	146.2	145.0	135.3	112.45	111.50	106.57
Insurance and real estate	133.8	133.2	128.1	116.25	115.85	110.85
SERVICE	178.3	179.2	162.8	84.87	84.55	80.07
Recreational services	162.7	167.1	149.1	83.14	83.33	70.46
Business services	193.9	195.0	180.0	131.24	130.39	123.32
Personal services	163.7	165.7	150.4	62.89	62.53	59.35
Miscellaneous services	218.1	212.4	189.8	86.07	86.61	85.59
INDUSTRIAL COMPOSITE	129.8	130.3	126.0	120.89	120.49	112.89

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.0	41.6	42.1	3.30	3.25	3.14	138.57	135.24	132.33
Metals	41.0	41.1	41.5	3.41	3.33	3.28	139.60	136.85	136.18
Mineral fuels	42.7	41.8	42.0	2.97	2.97	2.65	126.65	123.81	111.53
Non-metals, except fuels	44.0	42.0	43.2	3.20	3.15	2.95	140.63	132.12	127.45
Quarries and sand pits	46.8	47.4	48.7	2.83	2.84	2.46	132.76	134.91	119.84
Services incidental to mining	40.7	40.4	41.6	3.58	3.55	3.43	145.82	143.09	142.60
MANUFACTURING	40.4	40.7	40.9	2.85	2.82	2.64	115.13	114.89	108.22
Durable goods	41.1	41.6	41.8	3.06	3.05	2.86	125.60	126.95	119.65
Non-durable goods	39.8	39.9	40.0	2.63	2.59	2.42	104.74	103.38	96.88
Food and beverages	39.1	40.1	39.4	2.53	2.43	2.32	98.90	97.37	91.45
Foods	38.9	40.0	39.3	2.44	2.35	2.25	95.21	94.05	88.62
Beverages	40.6	40.5	40.0	3.15	3.10	2.86	127.83	125.57	114.28
Tobacco processing and products	38.2	37.9	36.9	3.42	3.41	3.08	130.55	129.35	113.86
Rubber products	42.4	41.4	42.6	3.06	2.97	2.76	129.70	122.96	117.57
Leather products	38.2	38.3	39.1	1.93	1.92	1.79	73.81	73.40	70.00
Textile products	41.1	41.2	41.8	2.27	2.27	2.08	93.24	93.56	86.83
Miscellaneous textiles	39.0	41.8	40.6	2.36	2.55	2.18	92.05	106.58	88.48
Knitting mills	40.9	40.5	41.5	1.74	1.74	1.59	71.14	70.44	66.13
Clothing	37.4	36.5	37.4	1.90	1.90	1.77	71.14	69.28	66.17
Wood products	39.3	39.6	40.6	2.75	2.76	2.53	108.17	109.21	102.52
Furniture and fixtures	42.5	42.7	43.0	2.29	2.27	2.12	97.28	97.24	91.17
Paper and allied industries	41.4	41.2	41.4	3.35	3.32	3.09	138.44	137.01	127.93
Pulp and paper mills	41.5	41.4	41.4	3.66	3.63	3.39	151.66	150.17	140.24
Printing, publishing and allied industries	38.3	38.3	38.7	3.39	3.38	3.13	130.00	129.55	121.45
Primary metal industries	41.0	41.0	41.5	3.41	3.37	3.23	139.71	138.04	134.01
Iron and steel mills	40.3	40.4	41.2	3.63	3.56	3.39	146.18	144.03	139.79
Metal fabricating industries	40.8	41.7	41.4	3.05	3.05	2.81	124.42	127.09	116.37
Machinery, except electrical	41.4	41.0	41.4	3.23	3.22	2.94	133.50	131.78	121.83
Transportation equipment	41.8	42.8	43.1	3.37	3.40	3.21	140.92	145.31	138.49
Aircraft and parts	42.4	43.1	42.1	3.40	3.41	3.04	143.99	147.07	128.03
Motor vehicles	41.8	42.7	44.1	3.49	3.52	3.37	145.79	150.53	148.49
Assembling	43.0	44.1	45.7	3.78	3.81	3.63	162.37	168.10	165.81
Parts and accessories	40.9	41.7	42.8	3.30	3.33	3.19	134.96	138.87	136.58
Shipbuilding and repairing	39.7	41.5	39.6	3.34	3.36	3.07	132.93	139.49	121.57
Electrical products	40.4	40.9	40.7	2.75	2.75	2.54	111.12	112.56	103.29
Communications equipment	40.7	40.7	40.3	2.71	2.72	2.42	110.09	110.51	97.83
Non-metallic mineral products	43.0	43.4	44.0	3.02	3.03	2.75	129.73	131.26	121.06
Petroleum and coal products	40.9	43.0	42.3	3.88	3.82	3.67	158.69	164.22	155.38
Chemical and chemical products	41.1	41.0	41.1	3.05	3.04	2.84	125.54	124.54	117.00
Miscellaneous manufacturing industries	40.7	40.7	40.8	2.27	2.26	2.10	92.49	92.14	85.76
CONSTRUCTION	41.2	42.0	41.6	3.86	3.78	3.39	158.77	158.81	141.00
Building	39.2	39.8	39.5	3.99	3.94	3.49	156.56	157.03	137.75
General contractors	39.4	40.3	39.2	3.90	3.88	3.36	153.67	156.67	131.77
Special trade contractors	39.0	39.4	39.8	4.07	3.99	3.59	158.83	157.32	142.79
Engineering	45.4	46.6	45.7	3.60	3.49	3.21	163.51	162.52	147.05
Highways, bridges and streets	45.7	48.6	46.3	3.07	3.04	2.71	140.40	147.49	125.72
Other engineering	45.1	44.4	45.2	4.14	4.02	3.71	186.49	178.71	167.58
OTHER INDUSTRIES									
Urban transit	42.3	41.4	42.3	3.51	3.49	3.29	148.79	144.42	139.14
Highway and bridge maintenance	39.7	39.9	39.0	2.65	2.61	2.42	105.26	104.24	94.36
Laundries, cleaners and pressers	37.6	37.5	37.9	1.67	1.64	1.55	62.82	61.33	58.76
Hotels, restaurants and taverns	31.8	31.9	32.8	1.66	1.64	1.53	52.85	52.47	50.14

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1968—October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September*	40.7	2.82	114.89	154.3	121.7
October†	40.4	2.85	115.13	154.6	121.4

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Oct. 1969	Sept. 1969	Oct. 1968	Oct. 1969	Sept. 1969	Oct. 1968
				$	$	$
Newfoundland	37.7	41.5	39.8	2.45	2.24	2.18
Nova Scotia	39.2	40.5	38.9	2.27	2.23	2.08
New Brunswick	39.1	40.0	40.6	2.39	2.30	2.13
Québec	41.5	41.5	41.7	2.55	2.54	2.36
Ontario	40.5	40.9	41.2	3.00	2.96	2.79
Manitoba	40.1	39.8	39.7	2.53	2.52	2.37
Saskatchewan	40.1	40.2	40.1	2.95	2.91	2.84
Alberta	39.9	39.7	39.5	2.98	3.00	2.70
British Columbia	37.1	37.6	37.9	3.56	3.56	3.27

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—October	5,541,000	5,261,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500

Table E-4—Benefit Payments, by Province, November 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	30,610	974,759
Prince Edward Island	2,850	82,266
Nova Scotia	39,440	1,279,396
New Brunswick	32,807	961,047
Québec	268,611	8,879,070
Ontario	279,792	9,512,679
Manitoba	26,028	824,068
Saskatchewan	23,683	746,384
Alberta	30,274	975,936
British Columbia	96,562	3,319,012
Total, Canada, November 1969	830,657	27,554,617
Total, Canada, October 1969	784,836	25,526,510
Total, Canada, November 1968	744,644	20,622,847

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	November 1969			November 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	165,299	122,014	43,285	170,844	124,686	46,158
Newfoundland	7,478	5,948	1,530	8,899	6,832	2,067
Prince Edward Island	1,045	844	201	1,507	1,242	265
Nova Scotia	6,423	4,860	1,563	8,153	6,233	1,920
New Brunswick	6,969	5,489	1,480	9,284	7,252	2,032
Québec	52,363	38,826	13,537	56,072	39,210	16,862
Ontario	50,466	36,248	14,218	44,747	33,090	11,657
Manitoba	6,521	4,973	1,548	6,715	5,060	1,655
Saskatchewan	6,425	4,764	1,661	6,189	4,756	1,433
Alberta	7,691	5,692	1,999	8,174	6,045	2,129
British Columbia	19,918	14,370	5,548	21,104	14,966	6,138

* In addition, revised claims received numbered 9,445

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim. Province and Sex, at November 28, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Nov. 29, 1968
		1-4	5-13	14-26	27 or more*	
Canada	349,198	177,974	83,256	50,781	37,187	341,604
Male	222,341	127,719	48,806	26,593	19,223	221,439
Female	126,857	50,255	34,450	24,188	17,964	120,165
NEWFOUNDLAND	13,644	8,370	2,628	1,647	999	14,370
Male	11,166	7,331	2,062	1,165	608	11,889
Female	2,478	1,039	566	482	391	2,481
PRINCE EDWARD ISLAND	1,487	815	305	293	74	2,265
Male	1,039	693	162	150	34	1,567
Female	448	122	143	143	40	698
NOVA SCOTIA	15,144	6,983	3,464	2,425	2,272	15,103
Male	11,172	5,274	2,517	1,685	1,696	10,897
Female	3,972	1,709	947	740	576	4,206
NEW BRUNSWICK	14,330	7,838	3,272	1,892	1,328	14,503
Male	9,252	5,349	1,867	1,150	886	9,811
Female	5,078	2,489	1,405	742	442	4,692
QUÉBEC	117,874	58,030	29,820	15,914	14,110	116,902
Male	77,084	42,525	18,728	8,604	7,227	81,302
Female	40,790	15,505	11,092	7,310	6,883	35,600
ONTARIO	107,386	52,288	25,170	18,316	11,612	97,779
Male	61,795	33,841	13,220	9,082	5,652	53,196
Female	45,591	18,447	11,950	9,234	5,960	44,583
MANITOBA	12,572	7,351	2,623	1,373	1,225	12,674
Male	8,098	5,638	1,214	697	549	7,902
Female	4,474	1,713	1,409	676	676	4,772
SASKATCHEWAN	11,121	5,647	3,165	1,360	949	9,469
Male	7,880	4,655	2,058	656	511	6,605
Female	3,241	992	1,107	704	438	2,864
ALBERTA	14,229	8,132	3,104	1,770	1,223	15,022
Male	8,740	5,969	1,545	672	554	9,553
Female	5,489	2,163	1,559	1,098	669	5,469
BRITISH COLUMBIA	41,411	22,520	9,705	5,791	3,395	43,517
Male	26,115	16,444	5,433	2,732	1,506	28,717
Female	15,296	6,076	4,272	3,059	1,889	14,800

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
				(1949 = 100)				
1970—January	165.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—January, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Jan. 70	Dec. 69	Jan. 69							
					(1961 = 100)					
St. John's, Nfld.	120.9	120.5	117.2	122.1	114.6	126.3	113.4	133.0	110.8	144.0
Halifax	123.2	122.6	115.8	130.3	116.3	123.4	116.1	138.1	126.0	127.8
Saint John	122.4	122.0	116.6	127.5	114.9	127.8	120.5	130.9	126.6	126.6
Montreal	123.5	123.1	120.1	127.0	115.0	122.8	123.9	129.8	138.1	128.5
Ottawa	125.7	125.8	120.3	130.5	117.3	127.8	120.6	140.0	135.5	132.2
Toronto	126.8	126.6	121.3	130.4	120.1	128.6	129.2	136.0	124.0	130.2
Winnipeg	126.2	126.2	120.4	130.9	115.0	133.2	127.0	144.8	128.5	129.1
Saskatoon-Regina	121.7	121.6	117.8	128.9	114.8	126.9	114.5	126.3	127.9	122.1
Edmonton-Calgary	123.5	123.5	119.1	127.2	117.5	124.8	119.1	139.8	129.5	124.3
Vancouver	121.0	121.0	116.8	128.4	115.1	124.6	117.8	130.0	118.2	113.2

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1969	556	585	301,954	7,736,710	0.46
1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
1970—January	17	57	8,428	102,840	0.08

Preliminary.

Table G-2—Strikes and Lockouts, by Industry, January 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	3	525	8,180
Manufacturing	9	35	5,743	63,940
Construction	3	5	1,293	19,270
Transportation and utilities	3	5	364	6,410
Trade	—	5	85	1,780
Finance	—	—	—	—
Service	1	3	312	2,940
Public administration	—	1	106	320
All industries	17	57	8,428	102,840

Table G-3—Strikes and Lockouts, by Jurisdiction, January 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	1	37	480
Prince Edward Island	—	—	—	—
Nova Scotia	5	6	1,231	3,850
New Brunswick	—	1	34	710
Québec	7	17	1,805	22,080
Ontario	4	17	4,131	57,110
Manitoba	—	2	390	6,090
Saskatchewan	—	2	118	1,950
Alberta	—	2	165	3,470
British Columbia	1	9	517	7,100
Federal	—	—	—	—
All jurisdictions	17	57	8,428	102,840

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: January	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Noranda Mines Ltd., (Geco Division), Manitouwadge, Ont.	CNTU	355	7,460	16,700	Nov. 22 —	Wages—
St-Lawrence Columbium & Metal Corp., Oka, Que.	District 50 (U.M.W.A.) Loc. 15321 (Ind.)	150	300	300	Jan. 15 Jan. 17	Not reported—Not reported.
Manufacturing						
FOOD AND BEVERAGES						
F. W. Fearman Co. Ltd., Burlington, Ont.	Food and Allied Workers Loc. 1227 (AFL-CIO/CLC)	360	1,080	2,520	Dec. 24 Jan. 7	Wages—Wage increases, other improved benefits.
RUBBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	210	3,360	10,920	Nov. 8 Jan. 26	Wages, fringe benefits, overtime —Wage increase, 3 weeks vacation after 5 years, improved fringe benefits, medical insurance and pension.
TEXTILES						
Daly & Morin Limitée, Lachine, Qué.	Clothing Workers' Federation (CNTU)	225	450	21,610	Aug. 18 Jan. 6	Wages, hours—15¢ an hr. increase on signing of contract, 10¢ Aug. 1, 1970, 8¢ Apr. 1, 1971, 7¢ Oct. 1, 1971.
Stauffer Chemical Co. of Canada Ltd., Etobicoke, Ont.	District 50 (U.M.W.A.) Loc. 13286 (Ind.)	226	1,580	4,520	Dec. 11 Jan. 13	Wages, fringe benefits—Not reported.
CLOTHING						
S. E. Woods Holden Ltd. Hull, Qué.	United Textile Workers Loc. 332 (AFL-CIO/CLC)	200	2,200	2,200	Jan. 8 Jan. 23	Working conditions—Return of workers.
WOOD						
Weyerhaeuser Québec Ltée, Princeville, Cté Arthabaska, Qué.	Building and Woodworkers' Federation (CNTU)	132	2,770	16,230	Aug. 6 —	Wages, hours, vacations, holidays —
J. C. Martel Inc., St-Michel des Saints & St-Guillaume Nord, Qué.	Carpenters Loc. 2817 (AFL-CIO/CLC)	192	1,920	1,920	Dec. 31 Jan. 14	Wages, other improvements— Not reported.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1970 (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days January	 Accumulated	Starting Date Termination Date	Major Issues Result
PAPER						
Building Products of Canada Ltd., Hamilton, Ont.	Chemical Workers Loc. 627 (AFL-CIO/CLC)	180	3,780	6,120	Dec. 11 —	Wages, other benefits—
Nova Scotia Pulp Limited Port Hawkesbury, N.S.	Pulp and Paper Mill Workers Loc. 972 (AFL-CIO/CLC)	400	800	800	Jan. 22 Jan. 26	Sympathy with discharged workers—Return of workers.
Scott Maritimes Pulp Mill Limited, Abercrombie Point, N.S.	Pulp and Paper Mill Workers Loc. 440 (AFL-CIO/CLC)	265	1,860	1,860	Jan. 22 —	Sympathy with discharged worker—
METAL FABRICATING						
Sivaco Wire & Nails Co., Marieville, Qué.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	4,620	13,640	Nov. 2 —	Wages, seniority, job classification—
Foster-Wheeler Ltd., St. Catharines, Ont.	Steelworkers Loc. 6519 (AFL-CIO/CLC)	276	1,660	1,660	Jan. 23 —	Wages, other benefits—
Procor Ltd., Oakville, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	353	350	350	Jan. 27 Jan. 28	Alleged poor ventilation and cold temperatures—Return of workers.
ELECTRICAL PRODUCTS						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	8,740	17,480	Dec. 1 —	Wages, cost of living bonus, fringe benefits—
Pioneer Electric, Fort Garry, Man.	Steelworkers Loc. 4297 (AFL-CIO/CLC)	340	5,040	10,480	Dec. 8 —	Wages, methods of promotion—
Clairtone-Sound Corp., Stellarton, N.S.	I.B.E.W. Loc. 2225 (AFL-CIO/CLC)	250	250	250	Jan. 26 Jan. 27	Wages—Return of workers.
NON-METALLIC MINERAL PRODUCTS						
Ocean Cement Ltd., and Lafarge Canada Limited, Bamberton, V.I., and Richmond, B.C.	Cement Workers Loc. 277 (AFL-CIO/CLC)	215	3,840	6,450	Dec. 15 Jan. 26	Wages, vacations, holidays—22% wage increase over 2 years.
Duplate Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (CLC)	246	120	120	Jan. 6 Jan. 6	Alleged grievances—Union persuaded men to return to work.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	126,700	May 17 1968	Wages, union security, grievance procedure—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1970 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: January	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,750	108,000	July 7 —	Wages, hours, other benefits—
Adams-Clark Co. Ltd., New Glasgow, N.S.	Various unions	110	220	220	Jan. 8 Jan. 10	Layoff and recall—Return o workers when cease and desis order issued.
Sudbury Electrical Contractors' Association, Various locations, Northern Ontario.	I.B.E.W. Loc. 1687 (AFL-CIO/CLC)	303	2,420	2,420	Jan. 16 Jan. 28	Wages—Return of most worker when new contract signed.
Fraser Brace Limited, Port Hawkesbury, N.S.	Various unions	100	400	400	Jan. 22 Jan. 28	Alleged inadequate sanitary facil ities—Return of workers whe cease and desist order issued.
Transportation and Utilities						
TRANSPORTATION						
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	4,430	15,440	Oct. 16 —	Bonus or incentive plan—
Service						
EDUCATION						
Vancouver School Board, Vancouver, B.C.	International Operating Engineers Loc. 963 (AFL-CIO/CLC)	206	1,240	1,240	Jan. 23 —	Wages, night differentials, pre mium pay—
HEALTH AND WELFARE						
St. Joseph's Hospital, Estevan, Sask.	Public Employees Loc. 80 (CLC)	101	1,590	6,640	Oct. 23 Jan. 23	Wages—Return of workers, set tlement terms not reported.
Public Administration						
LOCAL ADMINISTRATION						
City of Sydney, Sydney, N.S.	Public Employees Loc. 759 (CLC)	106	320	640	Dec. 29 Jan. 7	Interpretation of seniority claus in present contract—Agreemen signed.

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Unemployment is up and prices are rising. Is this the price we have to pay for having avoided a recession for a longer period than ever before, excluding periods of war? It is a price that invites social unrest; sooner or later the bill for such unrest will be presented, unless we find ways of achieving sustained economic expansion without a high rate of deeply imbedded inflation." See "Inflation and Tight Money: Where are they taking us? by E. P. Neufeld, p. 340.



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News briefs

■ **Wage settlements in 1969 provided an average annual base-rate increase of 7.9 per cent, according to preliminary statistics analysed by the Canada Department of Labour. Settlements in 1968 resulted in an 8.0 per cent increase.** Contracts covering bargaining units of 500 employees or more, excluding all in the construction industry, were examined in the study.

There were 65 settlements in the fourth quarter of 1969 but wage information was available for only 61 contracts, covering approximately 197,460 employees. The 61 contracts provided a fourth-quarter average annual base-rate increase of 8.8 per cent. Annual increase for settlements signed during the fourth quarter of 1968 was 7.5 per cent.

The consumer price index rose 4.6 per cent during 1969 and 4.1 per cent during 1968. Deflating the wage increases by the consumer price index increases, the average hourly base-rate increased in real terms by 3.2 per cent during 1969 and 3.8 per cent in 1968.

Of the agreements covered in the Department's survey 661 were in force as of December 31, 1969, and covered approximately 1,431,000 workers. Another 341 were settled during 1969 but wage information for four was not available. The remaining 337 settlements provided the annual average increase in the straighttime hourly base-rate equal to 7.9 per cent over the lives of the contracts, and covered some 775,600 workers.

Settlements during 1969 of one-year duration provided for increases averaging 8.0 per cent; those of two-year duration for increases of 9.4 per cent and 5.8 for the first and second years respectively; and those of three-year duration of 10.8, 6.4 and 5.2 per cent for the first, second, and third years of the contract. This compares with 1968 as follows: one-year agreements, average increase of 7.3 per cent; two-year agreements, average increases of 8.4 and 6.2 per cent; and three-year agreements, average increases of 12.0, 7.5, and 5.1.

■ **Because of mechanization, Ontario's woods work force will decline to about 6,000 in the next few years from the peak of 25,464 in 1949.** In 1966, the total number of production and related workers stood at 9,794, says a report on forestry by the Ontario Economic Council.

Since 1950, a number of new and improved harvesting methods and machines have led to an increase in logging productivity. Even greater opportunities for cost reduction still appear to exist, the report says. "These lie primarily in the reduction of labour content in felling and trimming and transporting wood from the stump to the intermediate landing." One Ontario company currently employing about 2,300 men to produce 500,000 cords of pulpwood a year, has predicted that the same volume of wood will be produced by about 415 men when full use is made of mechanized equipment now coming into production.



D. F. Hamilton



James Whitebone

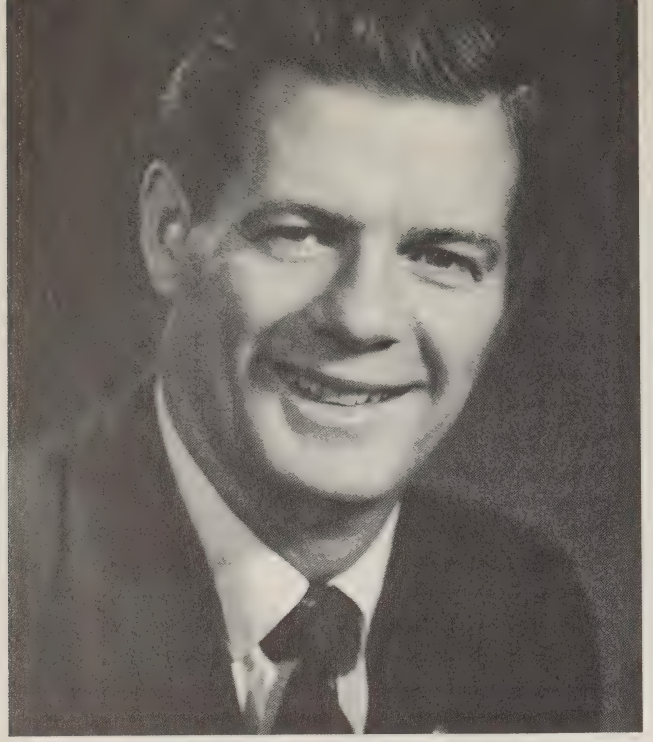
■ **Douglas Hamilton, Secretary-Treasurer of the Ontario Federation of Labour, has been appointed a commissioner of the Ontario Workmen's Compensation Board.** No successor has been named to Mr. Hamilton by the OFL. He has held the position of secretary-treasurer since 1957. Another appointment to the Compensation Board is David Decker, of Ottawa, a member of the Canadian Pension Commission.

■ **Five judges have been named to Québec's Labour Court, which was established in 1969 to replace the Québec Labour Relations Board (L. G., Oct. 1969, p. 601).** All five have been named provincial court judges, and all are lawyers with wide experience in industrial relations.

The four appointed for the Montreal district are: René Beaudry, Gilles Filion, Maurice Marcotte, and Victor Melancon; and Gaston Michaud for the Québec City district.

■ **James A. Whitebone, a former vice-president of the Canadian Labour Congress, and Honorary President of the New Brunswick Federation of Labour, died in Saint John, N.B., February 17, in his 76th year.** From 1922, until his death, he was Secretary and Business Agent of Local 440 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, in Saint John, N.B.

Mr. Whitebone served as a regional vice-president of the CLC, from the founding convention in 1956 until 1960. He served as president of the New Brunswick Federation of Labour a total of 28 years, from 1933-1958 and 1960-1963. In 1938, he was elected a vice-president of the Trades and Labour Congress of Canada and was re-elected at subsequent conventions until the TLC merged with the Canadian Congress of Labour in 1956 to form the Canadian Labour Congress.



Robert Saunders

■ **Robert Saunders has been elected President of the Canadian Construction Association,** succeeding Mark Stein of Montreal. Mr. Saunders is President and General Manager of Smith Bros. and Wilson Ltd. in Vancouver. Mr. Saunders is a former CCA national vice-president and a former president of the Amalgamated Construction Association of British Columbia.

■ **Wages and salaries in Canada are rising at a rate far in excess of the increase in productivity, says an analysis of output, employment, and costs in the budget background papers tabled in March by Finance Minister Benson.** The analysis says that, during the first part of the 1960s when economic slack was being taken up, real output in the total economy increased more rapidly than in the second half of the 1960s. The real output per worker increased nearly twice as fast in the first part of the decade than in the latter part. At the same time, average earnings rose more rapidly in the second half of the decade than in the first half, so that wage and salary costs for each unit of output rose more in the latter part of the 1960s.

In 1968, output per worker in the economy increased at a rate slightly above the average achieved in the last part of the decade, while unit wage and salary costs increased by four per cent, the same rate as the general price level. In 1969, however, the increase in output per worker was less than in 1968, while average wages rose faster than in 1968, and profits per unit of output rose less than the general price level. In 1969, the analysis says, total profits began to turn down, and unit profits showed a marked decline.

The analysis goes on to say that productivity in the goods-producing industries has been growing much more rapidly than in the service industries. And in 1969 costs rose much more rapidly in the service sector than in the goods-producing industries. "This development appears to have been brought about by broadly similar increases in earnings in both groups of industries, at a time when output per worker in the goods sector was increasing at about average rates, and when in the service sector there may well have been a decline in output per worker."

■ **George Saunders, Director of the Economics and Research Branch of the Canada Department of Labour, is leaving the Department to become Director of Research at the Department of Manpower and Immigration.** He joined the Department of Labour in 1954 as an economist and became director of the branch in 1966. He received his Ph.D. from the University of Wisconsin in 1959. Mr. Saunders has represented Canada at several international conferences and was director of research of the Prime Minister's Task Force on Labour Relations for two years.

George Saunders



Labour relations around the world

■ **The 102-day strike in the U.S. of GE employees belonging to twelve unions is over.** On January 31, the International Union of Electrical Workers and the United Electrical Workers approved a package estimated at $1.05 an hour over 40 months to May 30, 1973. The other unions were expected to follow suit. The strike had two unique aspects. For the first time, General Electric was forced to abandon its "take-it-or-leave-it" policy of making a complete offer and then refusing to increase it—also called "boulwarism," from the name of a former GE executive. A statement issued by UE President Albert J. Fitzgerald and Secretary Treasurer James J. Matles described the settlement as "the first negotiated agreement with GE in 20 years. Six previous agreements were imposed on the union and not negotiated." Most significant about the strike from the standpoint of the entire labour movement was the breakthrough of "coalition bargaining." GE sought to make illegal the combination of several unions as an "unfair labour practice." This was defeated by the establishment of a co-ordinated bargaining committee of the AFL-CIO that united ten unions and the UAW and Teamsters. Although the UE bargained separately, it had representation from the IUE, UAW and the Teamsters on its bargaining committee.

■ **Anthony De Andrade, President of the International Printing Pressmen and Assistants' Union of North America, died in January, aged 73.** Mr. De Andrade had been President of the 126,000-member union since 1959 and was a Vice-President of the AFL-CIO.

■ **Some 2,100,000 U.S. workers received pay increases starting February 1, under terms of 1966 amendments to the U.S. Fair Labor Standards Act.** The increase, bringing minimum wages from $1.30 to $1.45 an hour, applies to workers who were brought under the Act for the first time by the amendments.

The new rate chiefly benefits employees of smaller retail or service establishments, laundries and dry cleaners, motels, hotels and restaurants, schools, non-federal hospitals, and nursing homes. The rate remains in effect until February 1, 1971, when the minimum goes to $1.60 an hour, a rate that already applies to 35,366,000 workers in jobs subject to the Act before the 1966 amendments.

■ **The longest strike in the history of the American Newspaper Guild entered its third year in January** as Guildsmen and supporters from other unions continued to picket the plant of the Los Angeles Herald-Examiner, a Hearst publication. The Los Angeles strike exceeds the Guild's long strike against the Hearst newspapers in Chicago, in 1939-40, by 34 weeks.

The walkout began in December 1967 when the publisher offered the Guild a $13 weekly increase spread over two years, with no improvements in fringe benefits. A few days earlier, the Guild had won increases of $34 over a three-year span at a newspaper in a city nearby. The Herald-Examiner has held to its original offer. Using non-union help, the paper has continued to publish, but its circulation has been cut in half, according to the Guild, and the paper has lost its distinction as the largest-circulation evening newspaper in the U.S.

50 years ago



■ **The Québec Government extended its protection to children being abused in reformatories, workers in Holland forfeited their pay to feed the starving in Austria, the challenge of new frontiers lured immigrants to Canada, and workers were prepared to disrobe in the name of safety in the United States, it was reported in the May 1920 Labour Gazette.**

■ **In Québec, a concerted effort was being made to end sweat-shop regimes in provincial industrial schools and reformatories.** These operated to the benefit of authorities and manufacturers, but at the sad expense of children who could not protest, no matter what hardships they endured. As a first step, every contract made or entered into by reformatory or industrial school managers had to be submitted to the provincial secretary for approval. Secondly, these authorities were required to maintain a book of accounts registering each child's earnings, and to account for the disposition of money at the secretary's request. It was further stipulated that when a child left the institution, he was to receive his net earnings. Should the officials concerned fail in any instance to comply with these provisions, the provincial secretary was authorized to retain the maintenance allowance for the child or children until the situation was rectified.

■ **The Canadian Pacific Railway Company played the heavy in a court battle against the widow of an employee** killed because of the company's negligence. Although the Board of Railway Commissioners had ordered the company to observe specified clearance limits, a load on the car on which the plaintiff's husband was riding had exceeded these limits. A slab of concrete and stone struck a bridge, and the resulting wreck caused a fire in which the plaintiff's husband was killed. Three days after the widow brought action against the CPR, she received notice that an application would be made to the Manitoba Workmen's Compensation Board to determine if her right to action was denied by the Act. She immediately sought and obtained a temporary injunction to prevent the company from filing its application. When she asked that the injunction be continued, the Court examined the Workmen's Compensation Act and discovered that the provincial legislature intended to take away all rights of action other than the right to compensation under the Act. By Sec. 385 of the Dominion Railway Act, however, the company was held liable for full damages without any special limitations on seeking them. The Court held that the federal legislation superseded the provincial Act, and that the CPR had no grounds for its actions.

■ **Canada welcomed 19,615 immigrants in the first quarter of 1920.** The largest group came from England, with the Scots running second. Belgians, Irish, Italians, French, Chinese, Welsh and Japanese arrived, also in substantial numbers. Classified by occupation, farmers formed the largest group to enter the country, followed by mechanics and female servants. Although Ontario absorbed the largest block of immigrants, Alberta and Saskatchewan were chosen also as a new home by many. One lone individual, headed for the Yukon.

■ **The Saskatchewan Court of Appeal ruled that an employer must pay wages due employees hired at a monthly rate at the end of each month.** The decision was reached in the case of a farmer who had attempted to cheat two employees out of their wages. The farmer had originally hired the men on April 3, 1919 to work on his farm for eight months at $80 per month. Up to July 8, however, he had paid only $41.90 to one and $33.80 to the other. When they asked for the $100 and $150 owing them, the farmer offered them only $25 each. The two labourers quit their jobs on July 14 and sued for their back pay.

The farmer was not intimidated. He filed a counter claim for breach of contract. In court, the employer argued that when the two plaintiffs had arrived at his farm in April, he had told them that they would receive only what they needed for expenses until the end of the season, and that they had both agreed to this arrangement. Although both plaintiffs denied the accusation, the Court ruled in favour of the farmer.

When the case came before the Court of Appeal, it was held that, as a monthly rate was stated at the time of hiring, the plaintiffs were entitled to wages earned up to July 3, the end of the third month of service. Furthermore, the farmer admitted that, on July 14, he had informed the two men that he was replacing one with a new employee. He said that he would keep only the other plaintiff on a day-to-day basis and offered each man $70 for what was owing. The Court ruled that the farmer had broken the contract and ordered him to pay the two men for the time they worked up to July 14.

■ **In New York City, workers under 18 were encouraged to continue their education by joining a co-operative education program.** Students were allowed to alternate between work and school, and received the same wages at work as their fellow employees. Students were paired, one would work while the other attended classes. Every week they would exchange positions.

Classes were divided into five categories: compulsory continuation classes for workers under 16 who had not completed the eighth grade; extension classes for workers in the skilled trades; extension classes for workers in commercial enterprises; general improvement classes in high-school subjects; and finally, classes for non-English-speaking employees.

The program was co-ordinated by a number of high school teachers who: sought out employers who might be persuaded to participate; conferred directly with immediate supervisors on the job to check out the sequence of the exchange; planned the content for the study courses; and followed up the progress of the individual student in class and outside.

■ **The International Federation of Trade Unions sent large consignments of food to Austria to ward off the threat of starvation in the postwar period.** Most of the money for the shipment had been raised by workers in Holland who had volunteered to work overtime and contribute their earnings to the union fund. The Federation representative who accompanied the consignment to its destination in Vienna reported on the conditions he witnessed. Large factories were unable to fill orders because of the lack of coal and lack of transport. All of Austria's former coal mines had been handed over to Czechoslovakia by the Treaty of Versailles, and a large part of the Austrian Railway's rolling stock had been lost when the army was dissolved. Surrounding countries, especially the newly created states, had erected tariff barriers to cut off trade. The observer concluded by saying that, without gifts of food and clothing, Austria could not exist until the next harvest. He appealed to his co-members, saying that "the Austrian does not ask for justice, but for mercy. Our traditions and practices prevent us from penalizing the helpless, and as the war is over, we cannot quietly sit still and see the wives, the widows and children of our former enemies die of starvation."

■ **Modesty yielded to logic in U.S. plants.** A study by the National Industrial Conference Board of Physicians in Industry discovered that, in 28 corporations, less than one per cent of the employees objected to physical examinations. Those who did object listed "red tape" or "opposition to exposure" as their reasons, but were frequently found to have dissented because the examination would disclose a defect or disease. The tests ensured that employees were placed in an occupation where they would not be a menace to themselves, to others or to property.

Inflation and tight money: where are they taking us?



E. P. Neufeld

Mr. Neufeld is a professor of economics at the University of Toronto. He graduated from the London School of Economics with a Ph.D. in 1954 and then joined the Bank of England. Mr Neufeld became a lecturer at the University of Toronto in 1955. He has published a study of the Bank of Canada and a study of the international development of Massey-Ferguson Ltd. as well as contributing to other books. He has published numerous articles and made submissions to various Parliamentary committees and to the Royal Commission on Banking and Finance.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

by E. P. Neufeld

Canada's current economic and financial environment is not likely to create a feeling of euphoria among Canadian economists, bond traders, securities analysts, and other practitioners of the mystic arts. At the risk of driving Gazette readers immediately into a state of mental depression and physical indigestion, permit me to sketch in briefly the main lines of our present economic scenery.

We look around and what do we see? For one thing, we see rapidly rising prices with high unemployment. We also see incredibly high interest rates, tight credit conditions generally, with no relief in sight, and an economy that has for some months been growing at much less than its potential. Looking further, we see wage rate increases that are wildly in excess of productivity increases, and price increases following wage increases with almost indecent haste. And as if this were not enough, there emerges from Ottawa periodic evidence that the high priests of economic prognosis are quarrelling among themselves.

Nor does the scenery improve if you shift your gaze from the forest to the trees. Let us examine a few of the trees. Up to the end of 1969, the consumer price index was rising at an annual rate of 4½ per cent—the highest rate since 1951; and the increases for 1966, 1967 and 1968 were also larger than those for any year since 1951. So, not only is it a high rate of inflation; it is also a persistent one.

f we examine current trends in wage rates and wage ate settlements, we are forced to conclude also that, n the absence of strong and persistent anti-inflationary ction, current inflationary trends will continue for at east several more years. I recently examined the rate of increase of average hourly earnings over the period 952 to 1968, and the rate of increase of real output per man-hour, and found that the difference between he two—that is, between increases in money earnings nd real output—was about equal to the annual increase n the consumer price index. This suggests that, on the verage, the increase in wages in excess of productivity ncreases will be accompanied by roughly an equivalent ate of inflation. I am not implying any particular line of causation here, but merely suggesting a relationship hat might give us a rough indication of the rate of nflation that is in store for us during the next few years.

Average hourly earnings in manufacturing are running at about 8 per cent ahead of a year ago—which is probably more than 4 per cent in excess of the trend rate of national average productivity increase. Even more revealing and worrying is the size of wage rate increases n current settlements as they relate to wage rate increases over the next several years. In the fourth quarter of 1969, new settlements involved base rate increases of 8.8 per cent compared with 7.9 per cent in the third quarter, 7.7 per cent in the second quarter, 7.2 per cent in the first quarter, and 7.5 per cent in the fourth quarter of 1968. If we break down the fourth quarter settlements into one-year, two-year and three-year agreements, however, it suggests that so far there has been very little slow-down in the rate of increase of wage settlements.

For example, one-year agreements showed a 10.5 per cent increase, two-year agreements showed an 8.6 per cent increase, three-year agreements showed an 8.2 per cent annual increase in base rates, the total average increase being 8.8 per cent. These wage rate increases relate to new settlements covering bargaining units of 500 employees or more, but excluding the construction industry.

Now what do these increases for the fourth quarter imply? Well, if the wage-price-productivity relationship I have just referred to holds in future, and if future settlements were like those of the very recent past, then it suggests an inflation rate of about 4 per cent or more in 1971 and 1972. This leads me to say to those in charge of fighting inflation: **If you wish to reduce the rate of inflation below the 4 per cent level, by 1971, you had**



better soon create conditions in which wage-rate settlements are distinctly less generous than they were in the fourth quarter of 1969.

I do not wish to imply that inflation is accelerating, for that would not be correct. Year-to-year comparisons of both the consumer and wholesale price indexes and manufacturing wages suggest that the rate of increase of wages and prices has been stabilized, and even that it has declined fractionally. The task we face now is the one of reducing significantly the rate of increase of costs and prices.

So far, I have not even mentioned bond prices and interest rates. The Government of Canada 4½ per cent bond issue was selling at about $74.00 in July 1969 to yield about 7½ per cent, while recently it was selling at about $69.00 to yield 8.3 per cent. Yields of that magnitude are without precedent in recent history. I attempted to determine when Canada last experienced such market rates of interest and found an article written in 1885 that gives a series of conventional mortgage yields going back to the 1860s. It suggested that the conventional mortgage rate dropped to a range of 9-10 per cent in 1871, prior to which it had for five years been at 10 per cent. Not until this year did the conventional mortgage rate again exceed the 10 per cent level. So it seems safe to say that current market rates are higher than they have been for about a century.

I suppose that the questions we should now ask ourselves are: Should we be worried? Are these rapidly rising prices and high interest rates, both of unusual dimension in historical terms, taking us where we really do not at all want to go? It is of course true that unknown

or unfamiliar terrain always makes one somewhat apprehensive; strange waters do frequently appear a shade darker. But I am naggingly reminded of the unsuspecting boatman, drifting alone in leisurely ecstasy, who said, just before the falls of Niagara came into sight, "Look how wonderfully swift the water runs." Or as Adam Smith said, rewriting Rudyard Kipling—that is, the new Adam Smith of the **Money Game,** not the old Adam Smith of the **Wealth Game: "If you can keep your head when all those about you are losing theirs, you haven't read the news."**

Possibly, therefore, I am justified in asking whether we should be worried. It is a complex question because it contains within it a series of additional questions. Will present trends lead to balance of payments difficulties? Will they lead to serious social unrest? Will they lead to capital market chaos? Will they abort economic growth? Will monetary and fiscal policies be successful in reducing significantly the dimensions of the problem of high interest rates and inflation? I will not pretend to deal comprehensively with each one of these questions, but I do believe that some comment is appropriate.

First of all, I wish to deal with the matter of social unrest. You may recall that, back in 1958, Prof. A. W. Phillips reported on research that seemed to show that periods of high wage rate increases (and high price increases) were usually periods of low unemployment, and vice versa. This finding was a godsend to economists who wished to display their social conscience in public. They could simply argue in favour of high employment, and express indifference over the inflation that would accompany it.

Following Phillips's findings, one would now expect that high inflation would be accompanied by low unemployment. Alas, that is not the case. Unemployment in 1969 was running at 4.7 per cent of the labour force. In 1964, when we also had 4.7 per cent unemployment, the consumer price index was rising at only 1.8 per cent per annum; and in 1957, unemployment was 4.6 per cent, and prices were rising at 3.2 per cent per annum. So you see, the trend has been toward a deterioration of the price-unemployment trade-off position. **Is this the price we have to pay for having avoided a recession for a longer period than ever before, excluding periods of war? It is a price that invites social unrest;** sooner or later the bill for such unrest will be presented, unless we find ways of achieving sustained economic expansion without a high rate of deeply imbedded inflation.

We are all familiar with the standard text description of who gets hurt in inflation—widows, orphans, pensioners, professors, and so on—so I need not discuss that aspect of it. There are several developments within this general area however, that should perhaps be noted. In 1969, the share of total income taking the form of wages, salaries and supplementary labour income amounted to about 55.2 per cent, which was well above the 1952-1968 average of 50.6 per cent, and also above the 1968 figure of 53.9 per cent.



The proportion of income taking the form of corporation profits before taxes was 10.2 per cent, which was below the 1952-1968 average of 11.0 per cent, and fractionally below the 1968 figure of 10.4 per cent. The share going to farmers and unincorporated businesses has declined. So the current problem seems indeed to be an overly rapid upward thrust in wages and salaries—not in corporation profits; and since this has been accompanied by an increase in unemployment, it might even be that the shift in income has partly been from the poor workers to the rich workers, and not from the poor workers to profits.

There is, then, the possibility that the real conflict of interest is now between the elite labour unions— like the Steelworkers and the Auto Workers—and the unemployed and poorly organized workers, and not between these unions and management.

I would like to cite an example to illustrate this possibility. Recently there was a wage settlement in the steel industry that, like a number of others, was so high that it could only be rationalized on the assumption that there would be a high rate of inflation over the life of the contract. It was followed rapidly by an increase in steel prices. So where is the conflict between the steelworkers and management?

Presumably the people that will be hurt will be the ones that feel the impact of the tight monetary and fiscal restraint exerted to check the inflationary forces that will fan out from that settlement and that round of price increases. We must entertain the possibility that there is very little harmony of interest between the wealthy workers and the poor workers and, indeed, that their interests in the short run at least may be in conflict with each other. This is a dimension to the social consequences of inflation that should not be ignored.

We live in a period of acute concern over minority groups of one kind and another, and for the most part, this is a desirable development. The presence of this concern, however, means that **we can no longer assume that minority groups who are caught in the inflationary squeeze will indefinitely remain quiet. I do not wish to over-dramatize this point, but I am wondering whether the strike of Montreal policemen, for example, would ever have occurred if we had not had an environment of inflation.**

And what is happening to real purchasing power under the National Pension Plan, which has only a partial price escalator arrangement within it? How much political energy will be expended when this becomes a political issue of importance—as it likely will? At present I am skeptical of the ability of government authorities to avoid deep social unrest if they do not achieve greater price stability and thereby avoid the inequitable and unjustifiable distribution of the direct and indirect costs of rapid inflation.

Another aspect of persistent inflation that should be examined is its impact on the capital market. It would seem that there has in general been a shift toward short-term financial investment, and away from long-term, fixed-interest investment. This is not entirely a bad thing. To the extent that present interest rates are higher than they will be in future, this demand for short-term investments reduces the extent to which borrowers are able to lock themselves into a high-cost capital structure in future years. I shudder to think what would happen to a company that is highly leveraged with long-term debt at today's interest costs, should we return to more normal interest rates. But an overly large amount of short-term debt creates its own hazards too, because it makes borrowers vulnerable to short-term market disruptions—as was so clearly illustrated at the time of the Atlantic Acceptance Corporation bankruptcy, when even good finance companies faced a closed short-term money market.

I only hope that, if the volume of short-term debt continues to rise, the Bank of Canada will have planned in advance to make substantial amounts of lender-of-last-resort funds available to non-bank borrowers—either directly, or indirectly through the banking system. In the absence of arrangements of this kind, it is not beyond the realm of possibility that inflation could generate for us a financial market crisis of the old-fashioned type.

Will present inflationary trends lead us into a balance of payments crisis? Here it would seem we are in luck, mainly because **the United States has for several years been mismanaging its affairs with about the same degree of efficiency as we have. For that let us be truly thankful.** We take our mercies where we find them. Wage-cost performance seems to have been worse in Canada until about March of 1969, as suggested by trends in average hourly earnings in manufacturing; but since then, wage increases have been about the same rate in the two countries. Wholesale prices have risen at about the same rate in the two countries since about mid-1967, and consumer prices have recently been rising less in Canada than in the United States.

Before we become too self-satisfied, however, let us remember that we have roughly equaled the U.S. prices and cost performance only after generating a distinctly higher rate of unemployment. Even ignoring that uncomfortable aspect of the problem, it would seem that serious balance of payments difficulties would arise only if the U.S. suddenly and substantially improved its price performance and we did not—a possibility that we should not discard without thought.

Some European countries, too, are experiencing serious inflation; others, like Germany, are not. It is true also that, when there is inflation in other countries, particularly the United States, Canada inevitably imports some of it; and we feel the impact of anti-inflationary measures taken by the U.S.

The international dimensions of inflation and its control have become so important that Canada should now, perhaps, take the initiative to develop international cooperation to deal with it. If only to highlight the nature of the problem and its importance, it might now be useful to organize an open international conference on inflation, and to invite participation by government and central bank officials and outsiders.

I do not want to leave the impression that our monetary and fiscal authorities are standing idle in the face of current inflationary developments. First, consider the dilemma they face. They face cost-pull inflation, not demand-pull inflation, at least not yet; and yet their anti-inflationary techniques—monetary and fiscal—are designed essentially for demand-pull inflation. Such techniques can, of course, ultimately control cost inflation, too.

But how must this happen? Presumably it works this way: Through tight money and fiscal restraint, the sales of companies and then their production slow down. This squeezes profits, and creates conditions that make it difficult for companies to improve profit margins by raising prices—which in turn will make it impossible for companies to grant the wage increases that they would otherwise have granted. Finally, lower price and cost increases emerge. But this has happened only after tight money has reduced sales, reduced output and therefore increased unemployment. There is in this anti-inflationary approach a constant temptation to relax restraint because of the unemployment it creates. Nevertheless, in the absence of any serious indication by unions and management that the voluntary restraint program of the Prices and Incomes Commission will be considered responsible, there would be no alternative.

The nature of this process helps clarify who are the real combatants in this battle with inflation—and who are the real casualties. It is really the Bank of Canada and the Department of Finance in one corner and the labour unions and management in the other. **The larger the wage demands, and the readier business is to grant them, the more must the Bank of Canada and the Government restrain spending, create unemployment, and in that way eventually cool off wage demands and price increases.**

We might well ask: Is the Bank of Canada going to win that battle? Some people would argue that monetary policy has not been effective and will not be effective. Others are concerned about how long it will take to become effective. There is also much discussion about the chances of "over-kill"—a phrase used to describe a depression induced by a policy misjudgment.

I have no doubt at all that, if monetary policy remains restrictive long enough, it will slow down inflation. The difficulty with monetary policy has been that it has only recently really become restrictive. Let me explain. Until last April, the Bank of Canada permitted a relatively high rate of monetary expansion, amounting to a seasonally adjusted annual rate of about 13.6 per cent in the first quarter of 1969. After that, increases were very small; and recent increases were accounted for largely by higher Government of Canada deposit balances and not general public deposits.

So, using "money supply" as the criterion of tight money, we can say that it began in April 1969, which is not all that long ago. If we use the criterion of bank loans, the appearance of tight money is even more recent. For a period after April, the banks, by reducing their net foreign and other liquid assets, were able to continue to expand their loans at a rapid rate. This process ended in July—which is only 10 months ago.

What if you use the cost of credit as the criterion of tight money? It is here that the most serious misconception exists, in my view. It is true that market interest rates have been rising with little interruption since the late summer of 1968; but that was also a period of inflation, and it is highly likely that the increase in interest rates, to some extent at least, reflected not tight money, but inflation.

I will be more specific. I computed the annual average yield on a long-term Government of Canada bond for the period 1952 to 1968, and subtracted from it the annual average increase in the consumer price index, in order to obtain some sort of "real" interest rate. I found this real rate to be 3.07 per cent for the period 1952-1968, 3.04 per cent for the period 1952-1960, and 3.10 per cent for the period 1960-1968. For the first ten months of 1969, remarkably enough, it averaged 3.06 per cent. So, incredible as it may seem, using the rate of interest adjusted for inflation as a criterion of tight money—and I am aware of the limitations of my procedure—we did not really have persistent tight money in 1969. Looked at in another way, any borrower who felt that current rates of inflation would continue on into the future would not logically regard market interest rates as being high. He would not argue that we had tight money.

In December 1969, the 4½ per cent Government of Canada issue was yielding about 8.33 per cent, while consumer prices were running about 4½ per cent ahead of a year earlier—thus indicating for the first time in many months a very high "real" yield. Also, the consumer price index was no higher last October than it was last August. If by any chance this is the signal for a distinctly lower rate of inflation, then current interest rates would stand substantially above the level that could be explained by inflationary forces, and that could be sustained for long.

The implication of this is that in November 1969 we saw the emergence of tight money, defined in terms of the level of interest rates adjusted for inflation. Furthermore, borrowers now face the very real possibility that future inflation will not offset fully the additional costs involved in current high rates for long-term money. Even a 4 per cent inflation rate in 1971 and 1972 would not seem to justify the 4½ per cent issue selling at its current yield level on the grounds of inflation alone.

Monetary policy in other words, seems finally to have created interest rate levels that are more than sufficient to offset current and prospective inflation. That, surely, is something that every long-term borrower should ponder most carefully. I think that, **if the Bank of Canada maintains its present degree of tightness, there will soon be some break in inflation psychology.**

This is just as well, for I see looming ahead the possibility of a return of old-fashioned demand-pull inflation. Business capital spending, I think, will have to accelerate before long to meet medium-term capacity requirements which, by the way, constitute a strong bulwark against the dangers of over-kill. There is an urgent need for the Bank and the Department of Finance to break the cost-push cycle before that occurs.

Will the Bank of Canada persist with restraint even if this means more unemployment in the short run? I don't know. I am certain that we will all be scrutinizing the Bank's weekly statistics most carefully. But, in the meantime, we should be aware of the strong possibility that restrictive policy, by reducing the rate of expected inflation, might actually lead to lower interest rates, more settled capital markets, and more employment; whereas a policy of monetary ease, by increasing the rate of expected inflation, might well lead to more unsettled capital markets and more unemployment. In this crazy world of paradoxes, the possibility should not be discarded that tight money leads to lower interest rates, and easy money to higher interest rates.

Young people use the expression, "Tell it the way it is." I only wish that our official and semi-official authorities would do the same, in order to inform rather than confuse the people. I wish, for example, that the Minister of Labour would stop congratulating himself on achieving wage settlements that have a strong inflationary content, and that he could raise publicly the possibility that some settlements, by necessitating stronger monetary restraint, might actually hurt other workers.

I hope the Minister of Finance will spare us his taking public pride in the huge sale of Canada Savings Bonds, and worry instead about the flight into demand money that it represents, and about the slow death of the long-term bond market. I hope the Economic Council of Canada can do what has to be done to permit it to stop writing "weasel-wordy"generalizations when dealing with inflation, tight money, excessive wage increases and monopoly price behaviour in its annual reports. And I fervently hope that the reports of the Prices and Incomes Commission will deal effectively and candidly with short-term stabilization problems.

Just possibly, if the public understands the way it is, the country may become more nearly the way we want it to be.

The times they are a'changing

"Innovations in industrial organization and labour relations" was the theme for this year's annual conference of McGill's Industrial Relations Centre on March 4 and 5 in Montreal. Many speakers referred to the unrest in our society, using student agitators as an example. On the last afternoon of the conference, delegates had an opportunity to meet the example face to face when student and worker protestors who had picketed the assembly for two lunch hours in the lower lobby of the Leacock Building were invited to attend the afternoon's session. Attend they did—and stayed. Dr. John Huberman, consulting psychologist, scheduled to speak on "discipline without punishment," lost his opportunity when angry students settled in to take over the proceedings and delegates participated in a rapid-fire dialogue with their accusers.

Challenges to the system

"The system of values that has guided us for 200 years is being challenged, which means that its very existence is threatened," said Robert Sauvé, Deputy Minister of Labour and Manpower for Québec. "We are all contesting the habits and laws which, up to the present moment, have governed industrial civilization."

New values are replacing the old. For example, the concept of work has changed. Work is no longer a religion and "man is no longer a mere production machine." Political parties now want the "political solution" to supersede economic objectives. This switching of priorities means that the individual can harness economic laws to serve his purpose, and that the values of productivity are relegated to their proper place.

"The characteristic of industrial activity is to provoke constant change in techniques, in resources, and in the goods produced," continued Mr. Sauvé. Because of the "production technique acceleration factor," stability in the professions has vanished. As different raw materials are required for new manufactures, the economies of entire regions are disrupted. As a result of this flux in all aspects of our economies, "chronic insecurity prevails amongst the workers" and extreme reactions occur. To counteract this atmosphere, economic co-operation is mandatory. "Our development required that our action be characterized by concertation, total participation, the acceptance of pre-determined objectives and priorities, organization, and, finally, the acceptance of a discipline." This concept is particularly important in Québec, because the Province entered the modern world only recently and has been exposed to that much more change in a more limited time.

In this new era, "enterprise is faced with an important dilemma." It is caught between the view of society that business must activate production and meet consumer demands, and the view that it should not derive advantages from these same activities. "Therefore, it is time to achieve a more logical co-ordination of industrial and commercial activities toward the pursuit of the objectives of the collectivity."



The trade unions must also be reformed to meet the demands of society. At this moment, the unions are acting to "protect the profession as a corporation." The trade unions must expand to cover the large number of workers neglected "because of the difficulty encountered in organizing them and because of the weakness of their bargaining power." At the same time "the unions, just like the rest of society, will have to make a redistribution of the monetary and social advantages they have . . . to meet the requirements of a more perfect justice."

In the future, there will be more changes said Mr. Sauvé —for instance, the death of the collective agreement as it now exists. As more agreements are bound to affect entire segments of activity, they will have to consider more than the interests of the particular parties involved. Still, he said there would also be opportunity for agreements involving only one or several enterprises. "Therefore, the happy medium would consist in having negotiations carried out on various levels and according to methods of proceeding corresponding to the very nature of the problems discussed." The state would, however, be forced to be present as a third party in negotiating collective agreements, to ensure that the broad public interest is protected.

The programmed system

In an address delivered for him by Dr. W. Westley, Director of the McGill Industrial Relations Centre, Prof. Neil Chamberlain, of the Columbia University Graduate School of Business, noted that, although philosophical values may provide "one of the central driving forces for institutional change over time," their expression depends on the social context. Thus, the informal structure of the eighteenth century town in the United States was the guarantee of its peace and order. Fifty years later, circumstances had changed. The towns were becoming cities, and the cities were in competition for the markets. To meet the competition, production became specialized. The result was pressures for unionization and political reform so that the skilled worker might recapture a sense of autonomy. With the advent of assembly lines and mass production a century later, the loss of autonomy increased further, as did the push for industrial unionism.

In our present era, there is a new source of authority. Functional specialists, whose "authority of knowledge" gives them the final say in their own areas of competence, have created what John Kenneth Galbraith has called the "technostructure" to replace the corporate pyramid. In this system, "authority is dispersed throughout an organization among numbers of experts carrying out specialized tasks, working together more or less as equals, in an organization that is integrated by a gener-

ally accepted plan rather than by a commanding officer." Unlike Mr. Galbraith, Prof. Chamberlain has not written off top management as "ceremonial heads of the corporate state," but he did point out that the authority of specialized knowledge has a tight grasp on us; and it is present in all our institutions, not just in the corporation.

We now tend to view our society as a programmed system, he continued. "We have all become functionally integrated into the corporate system and the economic system, if not a divine order." Therefore, we are bound to find planning unavoidable to obtain system objectives. But the more planning there is, the more concerned the individual becomes about his personal relation to "the contrived order of which he is a part." Conflict then develops between "system efficiency, which is based on order, and spontaneity, which arises from the autonomy of the individual." Somehow a desirable mix of both qualities must be achieved. Also posing a dilemma is the attempt to combine the objectives of efficiency with the objectives of the individual, and to choose at just what level of the system the selection of goals should be made.

"Changes in population, changes in numbers, composition and location" also mold a society's value core. In "Theory of Growth of the Firm," Mrs. Edith Penrose concluded that in corporate systems "growth can in fact be continuous and indefinite provided that the organizational structure and managerial practices are adapted to accommodate the growth." Prof. Chamberlain stated that in the larger economic system the same principle applies. "Growth of the economy can continue indefinitely only with a change in economic structure and management." In this process, not only government officials but individual enterprise managers and intelligent plant officials must envision adjustments for improved organizational effectiveness. Prof. Chamberlain cited three contemporary innovations that seemed to him adaptations to an expanding economic environment: the international corporation; prime contracting in the United States; and, possibly, the conglomerate firm as the forerunner of a supercorporation that would be intermediate between the federal Government and the traditional national corporation, and that would ultimately become a quasi-public body with "some supervisory or planning role in a more consciously integrated economic system."



Although Prof. Chamberlain predicted these innovations, he admitted that the idea of a freer society had much more appeal. Apprehension of further restrictions on individualism is alienating various sectors of our society already. Large-scale unionism is not the solution. Efforts are being made to find an answer: In some companies, training and education functions are being decentralized to lower levels of management. On a grander scale, in France, a system of representative economic planning, both national and regional, has been instituted. The overall solution has still to be found, however.

Concepts of power

In the social revolution now enveloping us, four attitudes have crystalized, said John Paré, Assistant Vice-President of Personnel with Northern Electric, and former vice-president of personnel with Steinberg's. One group holds that conflict has already brought us to the brink of chaos; another, that assimilation will win out; the third that revolution will come and the whole system will be overthrown; and the last group wants to put the individual back into our institutions.

Mr. Paré saw four related concepts of power behind these viewpoints. The first group wants the use of force to suppress the conflict. The second is confident that the status quo will survive. The third body of thought envisages a transfer of power to the now disenfranchised. And the last group advocates the power of unity of purpose.

The concept of "power" has a useful application in industry to probe the roots of individual and organizational change—particularly if it is defined as the "ability to influence and organize change," he said. An individual may be dominantly inner-powered, seeing himself as able to make things happen; or he may be dominantly other-powered with "a battery that needs to be charged frequently." In the case of organizations, Mr. Paré defined four power structures: boss power—where the top man makes all the decisions and sees only himself as being inner-dominated; system power—where policies and guidelines replace the will of the boss, and the systems become ends in themselves, and the same assumption is made that most people are other-powered; support-oriented management or "pure power"—where the prime source of influence is the friendly, considerate boss who keeps his "antenna" out and who tries to keep everything "cosy;" goal-power—where goals replace the boss, and the result is inner power and internal commitment.

In an attempt to apply this knowledge to Steinberg's, Mr. Paré's group designed a one-day session with much advance groundwork—reading lists, surveys—in which all management levels were to participate. The problem proposed was to design the optimal structure for a sample division, based on the power theory. The results proved the point. One year later, that division's performance, he said, could only be called remarkable.

All theories pertaining to management can be valid, but translation into practical terms is difficult, said Scott Myers, Management Research Consultant, currently on sabbatical from Texas Instruments to MIT. Difficulties can arise in converting theories into action. For instance, managers familiar with McGregor's X and Y theory, tend to view the situation from the Theory Y viewpoint when the situation around them is running smoothly, but swing to Theory X as soon as something goes wrong. (L. G., Feb. 1969, p. 92). Furthermore, said Mr. Myers, they are often guilty of "introspective myopia." They have difficulty in applying the terms to themselves objectively.

Management can be viewed as a system. But the human element must not be forgotten. One definition of a management system, evolved in Mr. Myers' own company, is "the process of people interacting to apply resources to achieve goals." Without the factor of human co-operation, the best management system will fail to operate effectively. The statement of one engineer reviewing a management system in an egg-packing plant that had failed to produce the desired results points to just this requirement. He said that the plant employees "could make it work if they really wanted to." Mr. Myers concluded therefore that "attitudes and perceptions are a key factor in management systems." Furthermore, "a management system is not effective when people do not understand it, want it, need it, or do not give feedback."

Referring to McGregor's statement that work can be as meaningful as play, Mr. Myers noted that, as you descend within the ranks of any organization, the enthusiasm of the employee for his work diminishes. This can lead to the common occurrence of the "goof-off" worker. To prevent this evaporation of enthusiasm, there must be a "fluid communication process." One supervisor of an assembly line producing radar equipment was not achieving his goals. He therefore took the unprecedented action of shutting down the line, assembling the employees involved for an explanation of the project on which they were working, and welcoming suggestions. Further meetings were held. The result was that

the project was completed in 37 hours, when 86 hours had been the original target. This is an example, said Mr. Myers, of goal- rather than authority-orientation. The above process is ideal for putting "peer power" to work in a positive direction. Two steps are involved in the process: getting a group together for discussion of a common problem, and creating an environment where talent can express itself.

The human element

Andy Andras, Director of the Legislative Department of the Canadian Labour Congress, asked two questions: Why was a union representative invited to the conference? and What social change did the conference organizers have in mind?

In answer to the first question, he said that the trade union was now a permanent element in labour-management negotiations. The basic trade union structure is, however, undergoing a tremendous change—the spread horizontally and vertically among those heretofore alien to the concept of unionization. This innovation will become ever more common until it is a reality by the year 2000, he said. The other two facts justifying his attendance were the role of the union as a historic element in social change, and the increasing influence that collective bargaining will have on labour-management relations.

Replying to the second question, Mr. Andras singled out two types of social change: violent change, and change within the structure. He quoted John Kenneth Galbraith who said that "power has in fact passed ... to a new factor of production." Ownership is now in the hands of an increasingly smaller group of corporate entities. Accompanying this trend, is the emergence of a new prestigious class—management. The industrial revolution continues with the growth of the extra-national corporations, he said. The social revolution has become the revolution of rising expectations; people have a pervasive desire to enjoy the good things of life. A new kind of trade unionism is necessary to reflect both these directions.

Mr. Andras then gave his view of the aims of an industrial organization. He stated firmly that corporate goals have never altered fundamentally. They have always entailed the production of goods or services for profit. Everything else then becomes technique in the drive to bring the maximum return to the company. The company necessarily proceeds to manipulate both men and materials to obtain its goals. Not wishing to be accused of being simplistic, Mr. Andras enlarged on his statements. The management class, he said, is a "self-aware elite class" that is prepared to mold society to the corporate image. And that explains its fascination with the science of management. The humanistic approach is not a genuine part of the management goal. "I suggest that the human element—the employee—is at all times an expendable factor." Employees therefore tend to be job- and not company-oriented.

Mr. Andras concluded his remarks with some observations on the concept of work in our present environment and as it will develop in the future. At present, there is a demand for new and higher skills than there was a generation ago, he said. It is possible that this emphasis may lead to the production of more highly skilled people than there are jobs available. He did not foresee the advent of the leisure society, but he did fear the possibility of something else—possibly a computerized society where there is a large portion of redundants.

Workers are adults

Our system being what it is, our controls only serve to deceive ourselves, said Fred C. Whitney, industrial relations manager for Alcan Mill Products. People will not act responsibly if treated like children. What should be aimed at is the maximum level of intelligent decision-making at all levels of an organization.

At Alcan's Kingston plant, this objective has been pursued since the end of World War II. The system now in effect has been developed gradually. Originally, the foremen were asked to assume more responsibility, to express their opinions, and to give their men more information. They became, in effect, the managers for their groups—although the term "manager" was dropped—and people at all levels were urged to make their own decisions and to stand by them. To facilitate the new order, the plant was reorganized, management personnel were reallocated so that they might be more effective in the program, and a complementary education program was set up at Queen's University.

Within this changed atmosphere, the foremen felt free to suggest first, that the time clocks be decentralized, and ultimately, that the clocks be replaced by having a foreman sign their men's pay cards. The bell system soon met a similar demise, and rigid working hours were abandoned in favour of a buddy system where the only requirement was that the machines be kept in continuous operation. The point was reached where Mr. Whitney himself argued for a salary system to replace

hourly wages. Agreement was obtained from both the company head office and the union representatives, and the system was put into effect.

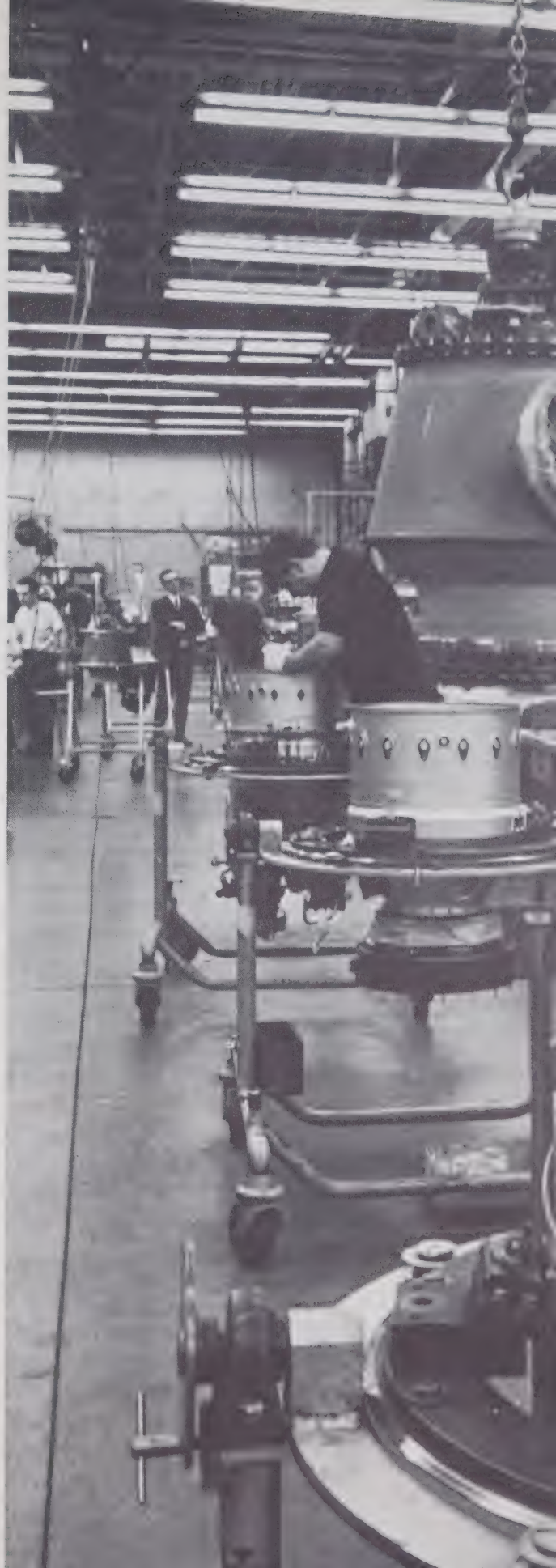
The new regime, although approved by the unions, has brought them some problems. Now that the men work on salary, they can no longer take a day off without reason. Chronically ill employees, of the "on-again, off-again" variety, have no protection from layoffs. A man injured on the job will not be allowed his holidays if his sick leave carries him past the point where he is allowed to take it. In actuality, the unions feel that they have lost a certain amount of control, said Mr. Whitney, because they are operating within a framework where statements on many subjects are far less definite. But, he added, the company is not trying to get rid of the unions, as some people have claimed.

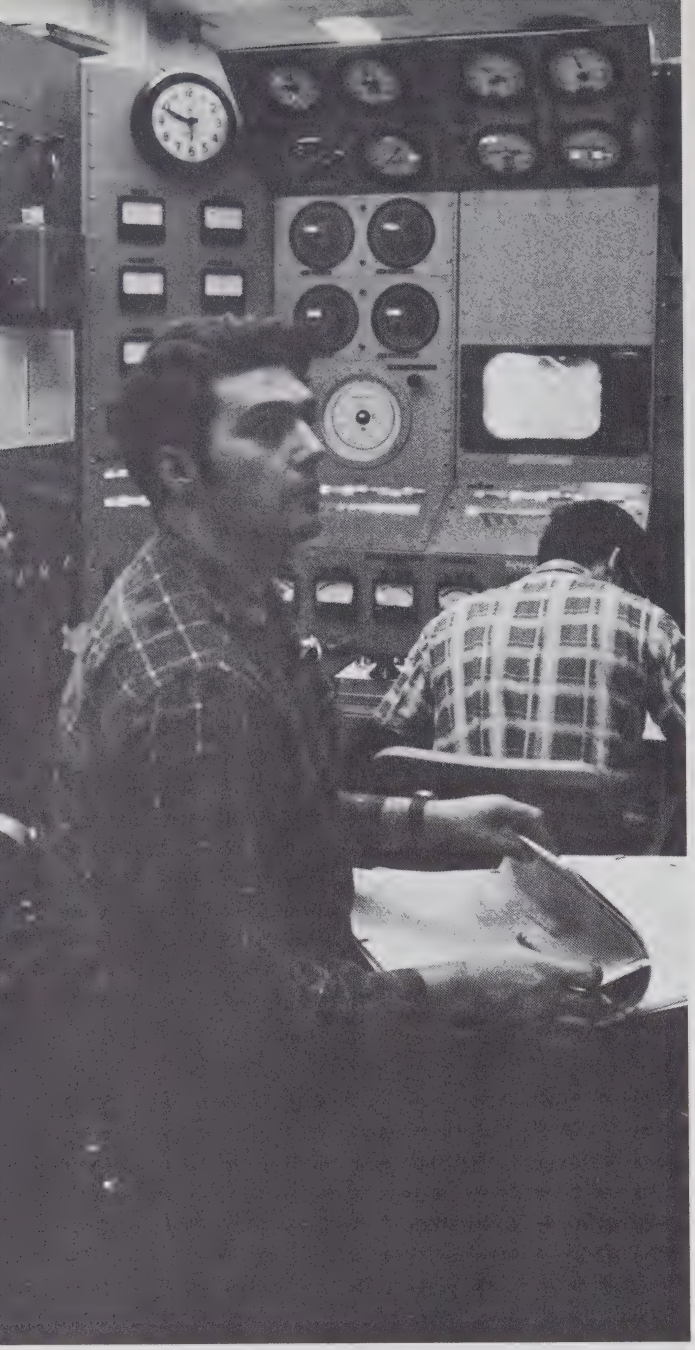
Works councils

The premise on which works councils are based is good communication—a sharing of information, and an exchange of ideas and opinions—with improved morale and production being the goals, said Charles Baillie, Co-ordinator of Works Councils for Northern Electric. Works councils do not exist as decision-making bodies, he added. They are instruments for the exchange of information, the raising of questions, and the making of recommendations. Mr. Baillie defined "works councils" as "groups of specially selected employees—cross-fertilizations—designed to assist the information process." At Northern Electric they meet once a month. They are typically composed of one chairman—usually a representative of senior management—a secretary selected by management, four non-management shop employees selected by organized labour by election or appointment, four non-management employees, four management representatives, one confidential employee, and three engineering representatives.

Some topics are restricted for discussions—for instance, matters related to collective agreements, personal matters or matters prejudicial to the company's position at the time. Topics that are discussed can be categorized under the following headings: internal environment, external environment, communications, works council structure, company operations and employee relations.

In the two years that works councils have been in existence at Northern Electric, said Mr. Baillie, a great need for improved communication has been revealed. The success of the councils can be evaluated by reviewing





the objectives behind them: to provide an opportunity for employees to gain insight about company policies; to allow employees to be heard; and to promote better two-way communication both horizontally and vertically. The first objective has been fulfilled, he said. At Northern Electric, the policy is to pass on all possible information to the works councils. As time goes on, management has been shown willing to transmit more and more such material. The second objective has been only partially achieved, however. More people must be drawn into the machinery of the councils. In evaluating the third objective, Mr. Baillie stated that he had no studies to prove that it has been achieved, but that he personally was convinced that it most definitely had become a reality.

Works councils are not infallible, he admitted. Lack of senior management can hinder the operation of the system. Some employees fail to understand the purpose and become disinterested because there is no immediate action. The third probelm is that it is difficult to find out what information the employees want. To meet this need, sub-works councils have been formed. Mr. Baillie concluded by saying that, although works councils might evolve into a different structure in the future, he considered that, at the moment, Northern Electric had the most effective vehicle.

James Garett, Manager of Production for the manual shops at Northern Electric, followed up Mr. Baillie's remarks by discussing the operation of the works subcouncils with which he is associated. The first subcouncil was formed in the company to discover just what the employees considered to be a definition of "productivity," and Mr. Garett was appointed chairman. When it was decided to survey 32 employees from seven sections of four departments, only three being managers, the subcouncil found that they had to rectify a lack of understanding about the purpose of the subcouncil's work. After meeting with the individuals involved, the subcouncil received replies from every person. The replies emphasized the connection between morale and productivity, and the teamwork necessary within the immediate group on the production line. One complaint was that people on the line were never asked their opinions or told anything until something went wrong. The feedback indicated that employees would respond to non-economic as well as economic motivations.

The success of this first venture in subcouncils led to the establishment of others at Northern Electric, beginning with Mr. Garett's departments. He now has six such councils, all but one operating effectively. Last year production reached 109.9 per cent above the previous year, and the existence of the subcouncils is considered a major reason. Morale is up, and communication is now based on face to face encounters.

Protecting the innocent

Labour Minister Bryce Mackasey discussed what trends he foresees in industrial relations in his keynote address at the conference dinner. In the society to come, he said, the trade union will continue its traditional role of protecting the interests of its members, those interests

being defined as all aspects of work that impinge on the lives of the members. Their structure will evolve into something new, however. There will be fewer unions, but those remaining will be considerably more powerful. There will be changes also in levels of bargaining and in co-operation among unions during bargaining.

Unions are already becoming more sophisticated, he noted. One reason is that the general educational level of the members is now higher. There is a new generation of members—their expectations are high and they are going to demand a more refined, expert leadership. Election or attrition will provide the means. Mr. Mackasey predicted that the net result of these trends would be that unions would become much more of a countervailing force in society. They will be interested in protecting their members' interests in a broader spectrum, and conflict will therefore remain, although the goals will be different. Furthermore, as trade unions grow in social awareness, they will challenge corporate awareness of social goals.

Mr. Mackasey then gave an overview of what Canadian society as a whole is likely to want in the 1970s. Canadians, he said, would expect more than ever from the free enterprise system—from labour and from management. The questioners are already around us. To meet these expectations, there will be more, not less, government intervention in industrial relations, because there must be more concern for the innocent segment of the population at the bargaining table. "People are getting fed up with the inconvenience of strikes," he stated. Labour and managment must find ways to shorten these disputes—or the Government will.

Union leaders must, in particular, recreate the old feeling of solidarity with rank and file members, or no amount of legislation will solve the problem. If management anticipates that an offer will be rejected by the membership, it tends to hold something back for future bargaining. The negotiating process is then stretched out still further. Mr. Mackasey had some harsh words for management as well. He pointed out that all too often the management representative at the bargaining table is a "second-rater." There are simply not enough good men in the field. What is worse, he said, is that even when the company spends some money to hire an expert, too often he is relegated to "the mothballs" at moments of crisis and the president of the company takes over. "If I were in big business," he said, "I'd listen to the industrial relations experts." Unions will no longer take second-class treatment; they will not accept pat answers. He concluded by saying that business must rediscover the human element, hire the expert, see the value of the man in the plant as equal to that of his machine, and give workers a right to dignity; and that the unions must re-establish internal communication.

Smash the bosses

The students who, in their own words, "took over" the Thursday afternoon session had definite ideas about the assembly and its theme. The following paragraphs, quoted from one of their circulars, reflect the general tenor of the remarks to which the conference delegates made their replies:

"The conference is open to all people who wish to attend. However, the admission fee is $85. This eliminates the participation of workers and students, because they can't afford to pay the registration fee. This is tragic, because they could probably propose the best solution to solving labour-management conflicts. This solution would entail the elimination of the capitalist class and the putting of control of the factories in the hands of the workers, with a Government controlled by workers and their allies. This solution would benefit most other groups in Canadian and Québec society, such as students, white-collar workers and teachers. It would destroy the capitalist system that breeds racism, oppression of women, pollution, imperialist wars such as Vietnam, and poverty and misery among large sections of the population. This same solution feeds students a diet of meaningless irrelevancies that trains them to become mindless pawns in a sick society.

"It is certain that the solution of eliminating the capitalist class will not even be discussed at the conference. We must protest against the existence of the conference because it is only for the benefit of the ruling class. They want new ways to increase their profits through crushing the working class."

One of the students carried a placard stating that "the university serves the bosses." Dr. Huberman noted that man has always created bosses in any society that has evolved and probably always will. "If you smash the bosses there'll be other bosses to replace them. Hitler, Mussolini and others all emerged with the idea they were going to treat everyone equally, but it was found some were more equal than others," he added.

Book reviews



Continuing Education for Women in Canada: Trends and Opportunities by Marion Royce. Department of Adult Education, The Ontario Institute for Studies in Education, 102 Bloor St. W., Toronto 181; 167 p., $3.75.

"Idiocy is the female defect: intent on their private lives, women follow their fate through a darkness deep as that cast by malformed cells in the brain. It is no worse than the male defect, which is lunacy: they are so obsessed by public affairs that they see the world as by moonlight, which shows the outlines of every object but not the details indicative of their nature." Marion Royce quotes this comment from Rebecca West's prologue to **Black Lamb and Grey Falcon,** admits to its truth, and then gives a solution. If male and female are then so limited in their horizons, each on their own, they must combine their talents to give a total picture. To give birth to this ideal situation, however, women as a group must become active participants in community life. The best possible way to instill a greater social awareness in women is through continuing education—of all types. To provide information on just what courses, projects and groups now exist to serve this purpose, Miss Royce has researched what is available in six major sectors: regular university courses that are open to mature students, university extension courses and similar courses offered by other educational agencies, voluntary associations, professional study programs, and miscellaneous activities.

Delving into each unit, Miss Royce **supplies the information needed by any woman wanting to further her academic studies, wanting to revitalize old skills or learn new ones, or who is anxious to participate in a social-action group.** Often, personal anecdotes are included to allow the intended audience to view the reactions of their counterparts elsewhere in the community or in the country at large and, thereby, to sense the particular relevance of the material in this monograph to their individual situations. For instance, one woman who attended a series of guidance seminars held at York University, Toronto, commented that "The series has ... made me look in a practical, unbiased way at myself as an individual ... It has been helpful to find that I am not alone in my feeling of insecurity regarding my own ability, and this has been a morale booster. In some ways it has been discouraging, but on the other hand has probably given me the necessary push to step out and just try to do something other than the few volunteer jobs in which I am now involved."



The study indicates also the directions of future educational programs by examining such unique endeavours as the TEVEC pilot project in educational television that ran for two years in Québec. Although the TEVEC program was not aimed solely at women, the use of a medium that could reach women in the home made it especially effective in bringing community awareness to the isolated female. The Saguenay-Lac St. Jean region was chosen by the Continuing Education Branch of the Department of Education of Québec for the experiment because of its extremely high level of unemployment and economic depression, and because of the good response of the population to earlier programs designed to help them. Although the course content was to correspond to the general level of Grade 9, the school subjects taught—English, French and Mathematics—were developed as part of socio-economic themes.

On Mondays, Tuesdays, Wednesdays and Thursdays a different program within a common socio-economic theme would be offered. Each telecast would be repeated three times a day. On Friday, there would be a summary of the week's work, followed by the correct answers for the assignments. Students filled in IBM cards daily and sent them in to TEVEC headquarters to be marked. In addition, they would attend weekly classroom sessions on Saturdays for help with particular difficulties. Students would receive report cards on their progress at each stage of the project, and all who so desired could write the June examinations whether they were actually enrolled with TEVEC or not. Those who passed the exams in French, English, and mathematics received the first-year high school certificate. Separate certificates were given if the socio-economic exam was also passed. Certificates were given to those who were successful only in particular subjects.

When the data on the project were correlated, it was found that many women had participated despite tremendous personal obstacles. One mother of eleven followed the broadcasts regularly. Another woman, who had supported herself and her son by washing garage floors at night, watched all three telecasts each day. Broader effects were also derived from the project. **Women declared that they no longer felt isolated and that their children and families respected them more.**

This program and many others are contributing to the continuing education of women in this country. The purpose of this report is to describe the projects, how they were initiated and what they are achieving.

Miss Royce was director of the Women's Bureau, Canada Department of Labour, from 1954 until 1967 (L. G. 1967, p. 164).

Cost-Benefit Analysis of Manpower Policies, Proceedings of a North American Conference, editors G. G. Somers and W. D. Wood; Industrial Relations Centre, Queen's University, Kingston, Ont.; 272 pages; $5.

During the last decade, policy measures in the manpower field have expanded both in number and complexity in Canada and the United States. For fear of launching into the seventies with barren programs yielding scant profitability to society at large, manpower researchers, policy makers and administrators have recognized the need to critically re-evaluate the public and private manpower policies implemented in the sixties.

It was against this backdrop of practical concern over the future direction of manpower programs and theoretical reflection on the issues involved in objective evaluation that the North American Conference on Cost-Benefit Analysis of Manpower Policies was conceived. The conference was held in May 1969 at the University



of Wisconsin. It was organized under the joint auspices of the Center for Studies in Vocational and Technical Education, University of Wisconsin and the Industrial Relations Centre, Queen's University, with sponsorship provided by the Canadian Department of Manpower and Immigration, and the U.S. Department of Labor. The proceedings and papers of 24 contributors are presently available in paperback form, under the combined editorship of G. G. Somers of the University of Wisconsin and W. D. Wood of Queen's University.

The editors' foreword says that cost-benefit analyses have been used frequently to evaluate operating programs in the manpower field in response to current trends in a number of government agencies. The operational potential of cost-benefit analysis as a tool for the evaluation of public expenditures is discussed, followed by a partial treatment of its ramifications when applied to manpower policies. We are cautioned that **cost-benefit calculus is only one tool in the appraisal process, as it largely excludes qualitative considerations that are of outstanding importance–social benefits of manpower programs being one example.** Advocates and opponents of cost-benefit analysis, as well as those who are not in-the-know have much to reap from this volume, because it attempts both to clarify the issue in dispute and to reduce the area of contentiousness.

The first section of the volume is devoted to the theoretical and methodological aspects of cost-benefit analysis. The latter is essentially a technique for investment appraisal, and consists of measuring the benefits and costs of an investment and comparing them; if the benefits exceed the costs, the welfare of the investor is increased. The second section of the volume attempts to round out the picture with an examination of the application of cost benefit-benefit analysis to various types of manpower programs, and further treatment of measurement problems. Some of the manpower programs reviewed are occupational training of adult workers sponsored by the U.S. Department of Labor, programs aimed at reducing poverty by training disadvantaged workers, and the Canadian Manpower Mobility Program.

As a theoretical study and a practical manual, the publication should prove a fertile resource to personnel in the manpower field. Its merit inheres both in its theoretical appraisal of a potentially powerful tool of economic analysis, and in its demonstration of the strengths and weaknesses of this tool in the pragmatic evaluation of manpower programs of the past decade.

Reducing strikes and reaching settlements

Conciliation and mediation services in the Ontario Department of Labour are being enlarged and reorganized to increase their effectiveness. Based on three years of experimentation and study, the new system is designed to help reduce strikes in the Province. In announcing the plan, Ontario Labour Minister Dalton Bales said, "Our new plan for mediation will be directed not only at assisting big companies and big unions in which large numbers of workers and the public interest are involved, but also at resolving small-firm, first-agreement disputes that are often far more difficult and contentious. It is our hope that the new moves we are making will upgrade our whole approach to industrial relations in Ontario."

The new moves include: appointment of several of the Department's most experienced conciliation officers as mediators—some will be assigned specialist roles with important industries; appointment of an ad hoc mediation panel of experts in industrial relations who will not be staff members, but who will be available when needed; appointment of a mediation specialist for the construction industry who will build a separate conciliation section for this field; involvement of the Department's research branch in negotiations to assist the mediator; teaming of mediators and conciliation officers occasionally to give additional experience and expertise; hiring of additional conciliation officers, and development of a training project to include work with union and management; and appointment of a supervisor to work with conciliation officers in making the service more useful to unions and management.

William Dickie, Director of the Department's Conciliation Services Branch, announced **the appointment of William McGuire to the new post of construction mediation specialist, and Jack Speranzini as conciliation supervisor.** Both men have more than 12 years of experience in industrial relations and conciliation service. They will report to V. E. Scott, Assistant Director of the Conciliation Services Branch.

Conciliation trainees will be engaged by the Department and after a few months' experience, they will serve for some months in the industrial relations department of a large company, and also with a large union. The ad hoc mediation panel has not been appointed, but its membership will include men with extensive experience and prestige to make them acceptable as mediators to both union and management. In some cases, Mr. Dickie said, ad hoc mediators will replace conciliation boards, but the Department will also continue to use the boards in appropriate situations.

Mr. Dickie has been working closely with the new appointees, and a series of innovations have been tested under trial-and-error conditions during the past three years. **Labour Minister Bales said that the system should "greatly increase the effectiveness and quality of conciliation and mediation services, and assist unions and management in reaching settlement."**

W. H. Dickie W. McGuire J. D. Speranzini V. E. Scott



Tapping talents



In the hope of tapping the talents of the unemployed older worker, numerous training and demonstration programs have been set up across the United States. It has been found that the predicament of the unemployed and underemployed older worker in the U.S. is characterized by his need for immediate employment, his willingness to assume the risks of short-term employment, and his reluctance to take job retraining. And personal and family hardships for the older worker as head of the household compound his difficulty in returning to the labour force.

The John F. Kennedy Family Service Center, Inc., Charlestown, Mass., was selected by the U.S. Department of Labor as part of a seven-city demonstration project to seek solutions to the unemployment and underemployment of the older worker. The project was assisted financially by grants from the U.S. Department of Labor. The unique organizational and programmatic framework of the Center permitted the co-operation of health, education, employment, legal aid and welfare services.

Between March 1965 and June 1966, the program served 479 applicants and successfully placed 316 older workers in gainful employment—an overall placement rate of

66 per cent. Contacts were established with 300 companies and institutions in the process of job development. The applicant's satisfactory adjustment to his family, to his community and to his job high-lighted the efforts of the program. Follow-up was conducted on the applicants placed.

To be eligible for the program, applicants had to be 45 years of age or over, considered to be difficult to place because of age or premature forced retirement, and have had few or no job opportunities. **They were generally ignorant of effective techniques for easy re-entry into the labour market, had poor morale, lacked confidence, and were unable to adjust to a competitive labour market.**

The program was designed to: locate, identify, and attempt to activate adults 45 years of age and older toward re-employment; direct those older workers, whenever necessary, to work preparation, training, and retraining that would enable them to enter full-time employment; place older workers in permanent jobs commensurate with their abilities and skills; and open up new jobs to older workers by taking advantage of new training and employment opportunities that could be developed directly or indirectly from Boston's diversified labour market.

To cope with the difficulties of the program, seven key administrative staff members were recruited from industry, vocational, educational and governmental agencies. Their range of employment experience and knowledge enabled them to understand and evaluate the current needs and expectations of the industrial and institutional organizations within the Greater Boston area. This selective recruitment was instrumental in developing job opportunities for the older worker applicant. Professional staff was involved in recruitment, job evaluation, employer-employee relations, industrial training programs, interviewing, and placement.

Two techniques proved successful in recruiting applicants for the program. These were the use of both informal and formal communication channels. Informal channels were established by advising all community facilities and personnel, including social, veteran, business, union, fraternal and service groups, and churches of the program's existence. This was supported by articles in local and metropolitan newspapers that described the activities of the project. Of particular impact were the person-to-person communications and discussions initiated by enthusiastic and satisfied applicants. Formal communication channels consisted of recruitment by the Massachusetts Division of Employment Security and the Family Services Center.

Under the terms of the working agreement, four of the Boston offices of the Massachusetts Division of Employment Security identified 100 hard core applicants in four major employment categories: service and domestic, professional and technical, industrial, and sales and clerical. The definition of "hard core" included any one or a combination of the following characteristics: applicants registered with the Massachusetts Division of Employment Security for a minimum of eight to ten weeks and for whom no immediate job opportunities existed; applicants registered for any length of time and who had been judged "hard core"; and applicants from an impoverished environment, or school drop-outs, or military service rejects, or those handicapped by language.

At the outset, an eligible applicant had to be between 50 and 65 years of age and defined as "hard core". The age requirement was lowered to 45 years in July 1965. By November 1965, 76 applicants, 59 males and 17 females had been sent to the Kennedy Center by the Massachusetts Division of Employment Security for employment counselling, interviewing, job development and placement. **Following processing, 54—71 per cent—of the 76 applicants had been placed in employment. Two more were placed later, following training.**

The average age of the 76 applicants was 57.6 years, the average number of months unemployed was 7.7, and the average number of job referrals was 1.5. The types of employment for the 56 applicants placed were: 15 placed in same type of employment as their prior experience; 15 placed in similar type or allied employment; 11 employed in a higher type or upgraded; and 15 employed in a lower type or downgraded.

The hurdle of individual adjustment



Rehabilitation of 250 handicapped Cape Breton coal miners will be studied under a government-union-management agreement announced recently by Manpower and Immigration Minister Allan J. MacEachen.

A comprehensive study will be made of the individual adjustment problems of physically handicapped coal miners under a Manpower Assessment Incentive Agreement signed by the Cape Breton Development Corporation; the United Mine Workers of America, District 26; and the Minister of Manpower and Immigration.

Extensive research will be undertaken to determine the men's potential for rehabilitation into more productive work within the coal mining industry or elsewhere within the area in which they live. The possibilities of establishing other types of industries, or, in some cases, sheltered workshops, to provide satisfying employment, will also be assessed. All age groups within the labour force are involved. Some have lost limbs or fingers in industrial accidents, others suffer from chronic illnesses or other permanent physical handicaps.

The research project will cost $62,000, with the Department of Manpower and Immigration paying 50 per cent of the cost. DEVCO will pay 45.2 per cent and the United Mine Workers of America 4.8 per cent. The agreement provides for the establishment of a joint committee and the appointment of an independent chairman and a qualified research director. **The committee will present recommendations on what steps might be taken to resolve the adjustment problems that the handicapped workers face.**

The agreement was worked out by the Department's Manpower Consultative Service, formed in 1964 to encourage management and labour to plan measures to assist employees whose jobs are threatened by technological or industrial change. By means of financial incentives and technical and consultative assistance, it helps labour and management to assess the problems and develop effective adjustment programs. More than 80 such agreements have been negotiated since the program began.



Wheel chair symbol

A wheel chair symbol, to designate what buildings, transportation and other services and facilities are accessible to wheel chair users and other handicapped persons, has been selected by Rehabilitation International—the International Society for Rehabilitation of the Disabled—and recommended for use around the world.

The symbol was selected from among six entries submitted from various countries, and it included the Canadian symbol used in connection with Supplement No. 7 of the National Building Code of Canada and the symbol used at Expo 67.

The symbol adopted consists of a simple, stylized silhouette of a person sitting in a wheel chair. It was selected by an international jury formed by the International Committee on Technical Aids, Housing and Transportation, and was adopted by the assembly of the world organization when it met in Dublin last September. The symbol was prepared and contributed by the Scandinavian Design Students Organization.

In adopting the new symbol, Norman Acton, Secretary General of Rehabilitation International, stressed that modern rehabilitation methods have greatly increased the mobility of many disabled persons, but said that staircases, narrow doorways and other barriers frequently deny access to public buildings, shops, transportation, restaurants, theatres, churches and other facilities. Campaigns to eliminate such barriers should be accompanied by steps to identify accessible areas, and that is the function of the new symbol. "The tremendous increase in international travel by disabled persons makes it important to agree upon an international symbol that will convey its message without the use of words." he said.

Member organizations of Rehabilitation International in 61 countries throughout the world have been requested to seek acceptance of this symbol of access by their Governments and by private enterprises. The world organization is urging its use by international bodies concerned with all means of transportation, housing and other facilities essential to daily life.

Canadian paraplegics who have travelled abroad will agree that there is considerable merit in having a universally recognized symbol. Recognizing the desirability of having a worldwide common symbol **the Committee on Building Standards for the Handicapped of the Associate Committee on the National Building Code, National Research Council of Canada, recommends the adoption of this symbol in Canada. It will supersede the one previously recommended by this committee.** An arrowhead can be added to any side of the symbol to indicate direction.



Price indexes

Wholesale, January 1970

The general wholesale index (1935-39 = 100) rose 1.2 per cent in January to 289.2 from the December 1969 index of 285.7, and was 4.0 per cent higher than the January 1969 index of 278.1. All eight major group indexes were higher.

The wood products group index moved up 2.5 per cent to 388.4 from 378.9 in response to higher prices for newsprint, fir, woodpulp, and hemlock. The animal products group index advanced 1.5 per cent to 332.1 from 327.2, reflecting price increases for livestock, fresh meats, and boots and shoes. An increase of 1.4 per cent. to 302.0 from 297.7, occurred in the iron products group index as a result of higher prices for scrap iron and steel, rolling mill products, pig iron, and hardware. Price increases for coke, crude asbestos, building stone, and crushed stone were the reasons for an upward movement of 1.2 per cent to 212.9 from 210.3 in the non-metallic minerals products group index. A 0.8 per cent rise to 258.6 from 256.6 in the textile products group index reflected higher prices for woollen hosiery and knit goods, and miscellaneous fibre products. The non-ferrous metals products group index advanced 0.8 per cent to 290.9 from 288.7 on price increases for silver and tin. An increase of 0.8 per cent to 225.7 from 224.0 in the chemical products group index was mainly due to higher prices for drugs and pharmaceuticals. The vegetable products group index moved up fractionally to 237.2 from 236.9.

British retail, December 1969

The British general index of retail prices (January 16, 1962 = 100) was 134.4 at December 16, compared with 133.5 at November 18 and 128.4 at December 10, 1968. The increase was due to higher prices for beer, and for eggs and fresh vegetables—whose prices vary seasonally.

The index for foods, the prices of which show significant seasonal variations, rose more than 4.5 per cent to 134.4, compared with 128.4 in November. The index for the food group as a whole rose by one per cent to 133.4, compared with 132.0 in November.

In the alcoholic drink group, higher prices for beer caused the index for this group as a whole to rise 4.5 per cent to 142.7 compared with 136.4 in November.

Mainly as a result of increases in bus fares in many areas, including London, the index for the transport and vehicles group as a whole increased by less than one half of one per cent to 124.9, compared with 124.5 in November.

Increases in the average levels of prices of newspapers and periodicals, moved the index for the miscellaneous goods group as a whole up to 135.1, compared with 134.3 in November.

There was an increase of less than one half of one per cent in the average level of prices in the group "meals bought and consumed outside the home." The index for this group rose to 138.9 compared with 138.5 in November.

Wages and salaries—1969

Preliminary wage and salary rate information for selected occupations as of October 1, 1969, is currently available in loose-leaf form from the Economics and Research Branch of the Canada Department of Labour. Average pay rates for each occupation are presented in tabular form for 54 cities and 66 industries across Canada. The rates are based on data reported to the Department's annual survey of Wage Rates, Salaries and Hours of Labour. This survey is conducted by means of a mailed questionnaire sent to approximately 33,000 establishments having, usually, 20 or more employees. Following the cut-off date for receipt of questionnaires, final loose-leaf tables are released as they become available. Following this, the bound volume, **Wage Rates, Salaries and Hours of Labour,** will be published. All tables are available from the Queen's Printer, Ottawa.

The preliminary 1969 community tables show average wage and salary rates for: 14 male and 23 female office occupations; eight maintenance trades; eight service occupations; and for general labourers. The accompanying summary table presents average rates for selected occupations in 10 communities.

For the selected office occupations, the 1969 preliminary results show that **the highest average rate was $172 a week for a senior draughtsman in Montreal and Toronto. The highest female rate was $124 a week for a senior secretary in Montreal.** In the maintenance trades, the lowest rate was $2.56 an hour paid to a carpenter in St. John's, and the highest rate was $4.02 an hour for an electrician in Vancouver. The rates for general labourer vary from a low of $1.75 an hour in St. John's to a high of $3.11 in Vancouver.

Preliminary wage statistics for about 612,000 employees in 66 industries are also available. And data are available for about 1,000 occupations in the industries surveyed. Industry average wage and salary rate information is presented on a Canada-wide basis for each occupation, followed by the average and range by occupation for the 10 provinces, and for Montreal and Toronto, where the industry is prevalent and where figures meet the confidentiality requirement—the data apply to time work and, where applicable, to incentive work methods of wage payment. The average standard number of hours worked a week for non-office occupations is also provided.

Summary of 1969 (Preliminary) Wage and Salary Data for Selected Occupations

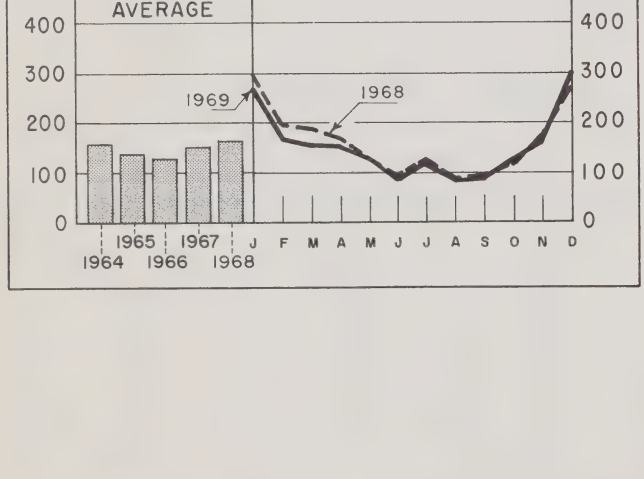
	St. John's	Halifax	Saint John	Montreal	Ottawa	Toronto	Winnipeg	Regina	Edmonton	Vancouver
					Dollars a week					
Office occupations										
Clerk, Junior Female	62	64	*	70	71	75	65	66	68	73
Clerk, Inter. Female	88	88	*	89	98	92	83	82	89	93
Secretary, Sr.	*	95	*	124	119	111	105	100	105	107
Typist, Junior	58	64	58	72	70	76	67	72	70	66
Clerk, Inter. Male	98	97	99	102	101	105	99	88	96	105
Clerk, Senior Male	121	131	122	134	125	135	132	118	135	131
Draughtsman, Sr. Male		157	165	172	162	172	*	141	157	161
					Dollars an hour					
Maintenance trades										
Carpenter	2.56	2.87	2.62	3.38	3.22	3.50	3.44	3.13	3.49	3.75
Electrician	3.22	3.10	3.19	3.48	3.78	3.72	3.44	3.64	*	4.02
Millwright	3.06	3.67	3.24	*	*	3.68	3.32	3.56	3.53	3.94
General Labourer	1.75	2.23	2.26	2.43	2.35	2.55	2.45	2.45	2.51	3.11

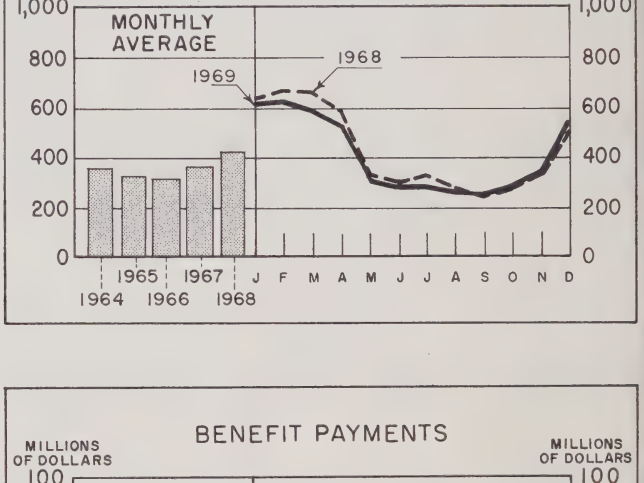
*Preliminary data not available.

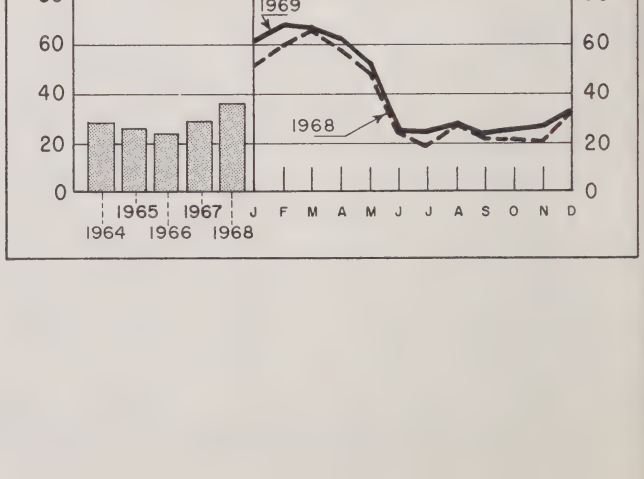
Unemployment insurance report for December

Claimants for unemployment insurance benefit numbered 537,000 on December 31, 1969, an increase of 8 per cent over the 498,000 recorded a year before. These totals comprise regular and seasonal benefit claimants numbering 456,000 and 81,000 on December 31, 1969, and 425,000 and 73,000 on December 31, 1968. On November 28, 1969 there were 349,000 claimants of whom 3,000 were identified as seasonal benefit.

The importance of males among the December claims is indicated by the sharp rise in the male composition of those one to four weeks on claim. As of the end of December 1969 this proportion was 77 per cent, whereas 60 per cent of the persons on continuous claim for five weeks or longer were men. This reflects the relatively heavier impact of seasonal influences on the employment of men. The proportion of males in the current claimant total, however—70 per cent—was unchanged from one year ago.







A total of 301,000 initial and renewal claims were filed in local offices across Canada during December. This represented an increase of 82 per cent over the 165,000 filed in November, and an increase of nine per cent over the 276,000 recorded one year ago. The November-to-December increase in the number of initial claims filed is usual, and can be attributed to seasonal benefit claims being filed in December, when the seasonal benefit period commences.

The average weekly number of beneficiaries was estimated at 195,300 for December, 192,800 for November and 235,600 for December 1968. Benefit payments totalled $33.1 million in December, compared with $27.6 million during November and $30.8 million during December 1968. The average weekly benefit payments for the three periods under review are $33.86 for December, $33.17 for November and $29.05 for December 1968.

The December 31, 1969 claimant count was substantially higher than it was one month earlier in all provinces. Although Québec, Ontario and British Columbia still retained two thirds of the total increase over the previous month, exceptionally large percentage increases occurred in Newfoundland and Prince Edward Island. The largest proportion of the increase was composed of male claimants.

In a comparison with December 31, 1968, the provinces of the Atlantic region had marginally fewer claimants and all other provinces experienced moderate increases in their claimant count. The largest increase in claimants occurred in Ontario.

Summary Table

Activity	Dec. 1969	Nov. 1969	Dec. 1968	Cumulative Data: Jan. to Dec. 1969	Cumulative Data: 12 months ending December 1969
			(in thousands)		
Insured population at end of month	—	5,565	5,446	—	—
Initial and renewal claims filed:					
Total	301†	165	276	1,855	1,855
Initial	231†	122	213	1,408	1,408
Renewal	69†	43	63	447	447
Claimants currently reporting to local offices	537	349	498	410*	410*
Beneficiaries (weekly average)	195	193	236	308*	308*
Weeks compensated	976	831	1,060	15,735	15,735
Benefit paid	33,060	27,555	30,800	498,992	498,992
Average weekly benefit	$33.86	$33.17	$29.05	$31.71	$31.71

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.

General Topics

Omissions

Because of new printing deadlines for The Labour Gazette, some regular features will not appear in this issue. They will reappear in the next issue. They are: Employment Review; Consumer Prices; City Consumer Prices; and the tables that accompany these items: Labour Statistics; Labour Force tables A-1, A-2, and A-3; Price Index tables F-1 and F-2; and the Labour Income Table B-1.

Unemployment insurance fund

During January 1970, 22,519 investigations were completed across Canada. Of these, 14,294 were on-premises investigations and 1,516 were selective investigations to verify the fulfilment of statutory conditions. The remaining 455 formal investigations and 6,254 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,039. Prosecutions were commenced in 228 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in January totalled $55,878,447.94 compared with $53,426,242.57 in December 1969 and $52,977,474.66 in January 1969. **Benefits paid in January totalled $76,500,419.58 compared with $33,060,494.99 in December and $61,239,268.08 in January 1969.** The balance in the Fund on January 31, 1970 was $525,160,447.52 compared with $545,782,419.16 in December and $417,873,126.52 at the end of January 1969.

Wage schedules—January

During January, the Department of Labour prepared 267 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 163 contracts in these categories were awarded. In addition, 218 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, the St. Lawrence Seaway Authority, and the Departments of Fisheries and Forestry, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in January for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	6	$ 242,071.06
RCMP	3	31,420.50
Supply and Services	95	1,245,719.00

During January, the sum of $4,654.29 was collected from 23 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 173 workers concerned.

Photos. NFB: Cover, p. 341, 342, 347, 348, 351, 352, 354, 356, 358, 360, 361. Rapid Grip and Batten Ltd: p. 335. Campbell Studio, Vancouver: p. 336. Public Archives of Canada: p. 338. CNR: p. 374, 376. Murray MacGowan: p. 378.

May credits

Employment Fatalities, p. 368, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage for such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is for industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Unemployment Insurance Report, p. 364, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 371, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 369, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Tapping Talents, p. 358, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

The Hurdle of Individual Adjustment, p. 360, originates with the Manpower Utilization Branch, Department of Manpower and Immigration.

Legal Decisions, p. 373, is prepared by the Legislation Branch of the Department of Labour.

Corrections

In an item about the agreement signed by Hamilton, Ontario, electricians, (L. G., Feb., p. 92), the final sentence reads: The electricians are represented by the United Electrical Workers. It should read: These electricians are construction wiremen and are represented by Local 105 of the International Brotherhood of Electrical Workers.

There were several mistakes in our reporting of the settlement with the Mine, Mill and Smelter Workers at Falconbridge Nickel Mines (L. G., Feb., p. 94). The settlement is for 33 months, not three years, and it provides a wage and fringe benefit package of $1.51 an hour over the term of the agreement.

The 77.8 cents an hour increase reported applies only to the bottom job class. For classes two to 18, the increases are higher by 1.7 cents an hour for each class; and there is a cost of living bonus of 5 cents an hour. Pieceworkers at Falconbridge will receive a rate increase of 88 cents, and as their average piecework bonus is one third, their actual increase is 133 per cent of 88 cents, or $1.17 an hour. The average hourly rate under the previous contract was reported as $3.06, but this did not include piecework earnings and other premiums.

Employment fatalities

Fourth quarter, 1969

The department has received reports on 175 employment fatalities that occurred in Canada during the fourth quarter of 1969. During the previous quarter, 266 fatalities were recorded. This is 57 more than the previously published total of 209 (L. G., Feb., p. 113). In the fourth quarter of last year, 247 fatalities were recorded, 70 more than the preliminary figure of 177 (L. G., May 1969, p. 282).

During the quarter, four multifatality accidents brought death to 15 workmen. In October, 3 hydro employees were killed at Daisy Lake, B.C. when a tower on which they were working collapsed. In November, 3 men lost their lives when their plane crashed near Winnipeg, Man., and 5 seamen were drowned when their ship, the "Thomas J. Hodder," sank 12 miles from Scatari Island, N.B. In December, 4 seamen lost their lives when overcome by gasoline fumes on the aircraft carrier Bonaventure one hundred miles southeast of Cape Sable Island, N.S.

Three industry divisions accounted for 64.5 per cent of the total number of fatalities (see Table H. p. 392). **Of the total, 52 occurred in construction, 34 occurred in transportation and 27 in manufacturing.** The remaining 35.5 per cent were distributed in the other industry divisions as follows: mining, 12.6 per cent; forestry, 7.4 per cent; trade, 5.1 per cent; public administration, 3.4 per cent; agriculture and service, 2.9 per cent each; and fishing and finance, 0.6 per cent each.

Three occupational divisions accounted for 66.2 per cent of the total fatalities: craftsmen, production process and related workers, 36.0 per cent; transportation and communication workers, 18.8 per cent; and labourers and unskilled workers, 11.4 per cent.

The distribution of the remaining 33.8 per cent among other occupational divisions was as follows: miners, 9.7 per cent; loggers and related workers, 5.7 per cent; managerial, service and recreational workers, 4.6 per cent each; professional occupations workers, 4.0 per cent; farmers, 2.9 per cent; sales employees, 1.7 per cent and fishermen, trappers and hunters, 0.6 per cent. There were no fatalities recorded for clerical workers.

Three accident-type categories accounted for 76.7 per cent of the total number of fatalities. These were: struck by different objects and falls and slips, 26.9 per cent each; and collisions, derailments, and wrecks, 22.9 per cent. The remaining 23.3 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 7.9 per cent; inhalations, absorptions and industrial diseases, 5.7 per cent; miscellaneous accidents, 3.4 per cent; conflagrations, temperature extremes, and explosions 2.9 per cent; over-exertion, 1.7 per cent; contact with electric current 1.1 per cent; and striking against or stepping on objects 0.6 per cent.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 51.9 per cent of the fatalities in manufacturing, 44.2 per cent of the fatalities in construction and 41.2 per cent in transportation. The 45-64 age group accounted for 41.2 per cent of the fatalities in transportation, and 40.4 per cent of the fatalities in construction.

An examination of the concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 74.1 per cent in manufacturing, and 55.8 per cent in construction.

An analysis of cross-classifications of industry division by main accident-type categories reveals that 50.0 per cent of the fatalities in mining, and 25.0 per cent of the fatalities in construction were the result of the victims being struck by different objects. Another 48.1 per cent of the fatalities in construction were caused by falls and slips; and 38.2 per cent of the fatalities in transportation were caused by collisions, derailments, and wrecks.

During the quarter under review, **there were 74 fatalities in October, 58 in November and 43 in December. By province, the largest number of fatalities, 63, occurred in Ontario; 26 in British Columbia; and 20 in Manitoba**

Conciliation before the minister of labour

During February, the Minister of labour appointed conciliation officers to deal with the following disputes:

Maroney's Express Limited, St. Catherines, Ont., and General Truck Drivers' Union, Local 879 (Conciliation Officer: K. Hulse).

Central Mortgage and Housing Corporation (St. Georges Gardens, Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la S.C.H.L. (CSN) (Conciliation Officer: S. T. Payne).

Les Services Ménagers Roy Ltée., Montreal, Qué., and le Syndicat général du cinéma et de la télévision (CSN) (Conciliation Officer: S. T. Payne).

Bell Canada, Montreal, Qué., and Traffic Employees' Association (Conciliation Officer: G. R. Doucet).

Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Canadian Overseas Telecommunications Corporation, Montreal, Qué., and The Overseas Communications Union, Local 272 (Conciliation Officer: G. R. Doucet).

CP Air (cafeteria and flight kitchen employees), Vancouver International Airport, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 28 (Conciliation Officer: A. A. Franklin).

Imperial Roadways Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Settlements by conciliation officers

New Imperial Mines Ltd., Whitehorse, Y.T., and Local 926, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (L. G., April, p. 309).

The Newfoundland Broadcasting Company Limited, (CJON Radio and CJON-CJOX-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies) L. G., March, p. 218).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (L. G., March, p. 218).

Gill Interprovincial Lines Ltd., North Burnaby, B.C., and General Truck Drivers and Helpers, Local 31, Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron) (L. G., March, p. 218).

Wm. C. Norris Limited (Toronto Terminal), and General Truck Drivers, Local 938 (Conciliation Officer: T. B. McRae) (L. G., Jan., p. 59).

Canadian Pacific Railway Company (British Columbia Lake and River Service), and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (L. G., Dec. 1969, p. 754).

Kent Driver Services Limited, Merlin, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse) (L. G., Oct. 1969, p. 609).

Conciliation boards appointed

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (L. G., Jan., p. 59).

B.C. Towboat Owners' Association (representing certain member companies) and the Seafarers' International Union of Canada (L. G., Nov. 1969, p. 680).

Ottawa Transportation Commission, and Amalgamated Transit Union, Division No. 279 (L. G., April, p. 310).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in December to deal with disputes between Canadian Helicopter Overhauls Ltd.; Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (L. G., March, p. 219) was fully constituted in February with the appointment of R. G. Clements of Vancouver, as chairman. Mr. Clements was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Philip Shier, and union nominee E. P. O'Neal, both of Vancouver.

The Board of Conciliation and Investigation established in December to deal with a dispute between AirWest Airlines Ltd., Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (L. G., March, p. 219) was fully constituted in February with the appointment of Mr. George W. Rogers of Vancouver, as chairman. Mr. Rogers was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. Boyd Ferris, Vancouver, and union nominee George Johnston, Burnaby.

Conciliation board report received

B.C. Towboat Owners' Association (representing certain member companies) and Canadian Merchant Service Guild (L. G., Feb., p. 143). (Full text appears in Supplement No. 2, 1970).

Settlements by conciliation boards

Atomic Energy of Canada Limited, Chalk River, Ont., and the Office and Professional Employees' International Union, Local 404 (L. G., March, p. 219). (Full text appears in Supplement No. 2, 1970).

CP Air (Commissary Attendants) Vancouver International Airport, and General Drivers and Helpers, Local 31 (L. G., March, p. 219). (Full text appears in Supplement No. 2, 1970).

Conciliation boards not appointed

Millar and Brown Limited, Cranbrook, B.C., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; Chauffeurs, Teamsters and Helpers, Local 395, and General Teamsters, Local 181 (L. G., March, p. 219).

Loiselle Transport Limited, Dawson Creek, B.C., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., March, p. 219).

Canadian Freightways Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; and Chauffeurs, Teamsters and Helpers, Local 395 (L. G., March, p. 219).

Little Chief B-Line Express Ltd., Calgary, Alta., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., March, p. 219).

Strike action

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers. (Strike commenced February 10 and terminated February 20) (L. G., April, p. 310).

Certification before the CLRB

The Canada Labour Relations Board met for four days during February. It granted eight applications for certification, rejected three, and ordered one representation vote. During the month, the Board received ten applications for certification and allowed the withdrawal of two. It also received one application for revocation of certification which was granted.

Applications for certification granted

Syndicat National de la Meunerie Maple Leaf Limitée (CSN) on behalf of certain personnel employed by Maple Leaf Mills Limited, Montreal, Qué., at its plant at 365 Bridge Street, Montreal (L. G., Jan., p. 58).

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, on behalf of a unit of employees of Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont., employed in its news service at television station CJOH-TV, Ottawa (L. G., Feb., p. 145). The Association of Canadian Television and Radio Artists had intervened, as well as certain of the news service employees.

International Union of Operating Engineers, Local 115, on behalf of a unit of loaders employed aboard the vessel "RivTow Norseman" by RivTow Marine Ltd., Vancouver, B.C. (L. G., Mar., p. 221). The application was granted by way of amending an existing certificate to include the employees applied for (L. G. 1967, p. 642). The Seafarers' International Union of Canada had intervened.

Public Service Alliance of Canada, on behalf of a unit of employees in the Operational Category of the Industrial Development Division of the Cape Breton Development Corporation, Sydney, N.S., employed at the Point Edward Industrial Park, Sydney, N.S. (L. G., Mar., p. 222).

West Canadian Air Navigators' Association, on behalf of a unit of flight navigators employed by Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (L. G., Mar., p. 222).

International Brotherhood of Electrical Workers, on behalf of a unit of personnel employed in its Yellowknife Division by Plains-Western Gas & Electrical Co. Ltd., Yellowknife, N.W.T. (L. G., Mar., p. 222).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and crane operators employed by W. R. Cameron Limited, St. Catharines, Ont. (L. G., Apr., p. 309).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, dockmen and helpers employed at its Montreal Branch by M. & P. Transport Ltd., Edmonton, Alta. (L. G., Apr., p. 309).

Applications for certification rejected

International Longshoremen's Association, Local 1958, applicant, and Canadian National Railways, Montreal, Qué., respondent (freight handlers, Port of Québec) (L. G., Nov. 1969, p. 683). The application was rejected on the ground that no evidence had been furnished establishing that there are any employees in the bargaining unit proposed.

International Longshoremen's Association, Local 1958, applicant, and Canadian Pacific Railway Company, Montreal, Qué., respondent (freight handlers, Port of Québec) (L. G., Nov. 1969, p. 683). The application was rejected for the reason that the proposed unit of employees is not appropriate for collective bargaining.

Canadian Wire Service Guild, Local 213, American Newspaper Guild, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (information program producers, Toronto), and Association of Television Producers and Directors (Toronto), intervener (L. G., Jan., p. 58). The application was rejected because the unit proposed was not appropriate for collective bargaining.

Representation vote ordered

United Radio and Television Workers Union, Local 291 (CLC), applicant, and C.K.A.C. Limitée, Montreal, Qué., respondent (salesmen) (Returning Officer: S. T. Payne) (Reasons for judgment published as Supplement No. 3, 1970).

Applications for certification received

International Association of Machinists and Aerospace Workers, on behalf of a unit of employees servicing aircraft employed by Genaire (1961) Limited, Malton, Ont. (Investigating Officer: K. Hulse).

Letter Carriers' Union of Canada, on behalf of a unit of mail contract personnel employed by Ryan Trucking and Terminal Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of the City of Whitehorse, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Canadian Merchant Service Guild, on behalf of a unit of deck officers and engineers employed aboard the "Haida Transporter" by Kingcome Navigation Company Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of clerical personnel employed in its Ottawa area offices by Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of clerical personnel employed in its Newfoundland regional offices by Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of clerical personnel employed in its Toronto regional offices by Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: G. A. Plante).

Retail, Wholesale and Department Store Union, Local 470, on behalf of a unit of employees of National Feeds Ltd., Abbotsford, B.C. (Investigating Officer: A. A. Franklin).

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Catalano Produce Ltd., Windsor, Ont. (Investigating Officer: K. Hulse).

Professional Transport Workers' Union of Canada, on behalf of a unit of drivers employed by Maccam Transport Ltd., Saskatoon, Sask. (Investigating Officer: A. E. Koppel).

Applications for certification withdrawn

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Cara Operations Ltd., Port aux Basques, Nfld., respondent (L. G., Oct. 1969, p. 613).

Seafarers' International Union of Canada, applicant, and Messagerie Cotière Limitée, Montreal, Qué., respondent (L. G., Apr., p. 309).

Application for revocation received and granted

Québec North Shore and Labrador Railway Company, Sept-Iles, Qué., and International Association of Machinists and Aerospace Workers, joint applicants. The application was for revocation of the Board's Orders of Certification dated January 24, 1962, and March 28, 1966, in respect of units of unlicensed employees and marine engineers employed aboard the vessel "M.V. Inland" which the company has sold (L. G. 1962, p. 331 and L. G. 1966, p. 306).

Decisions of the umpire

CUB 2876. The claimant, 63 years of age, filed an application for benefit on November 7, 1968; he stated that he had worked at the same place for 34 years, and that he left his job to accept a special early service pension offered to him by the company. He added that he was ready and able to work immediately, but he could not accept full-time employment as he had pains in his legs. In answer to questions asked by the area office of the Commission, the claimant advised them that he could work as a watchman four hours a day, five days a week, and that the pains in his legs were caused by rheumatism, which had prompted him to take an early service pension.

On November 20, the insurance office notified the claimant that he was disqualified from receiving benefit from November 8, because he had failed to prove that he was available for work as required by the Unemployment Insurance Act, and because his poor physical condition meant that the chances of his obtaining employment were practically non-existent.

On November 26, a union officer wrote to the claimant's doctor and asked him to indicate if the claimant would be able to perform suitable work eight hours a day, five days a week. According to the doctor, the claimant was in relatively good physical condition. The doctor added that the claimant had a chronic ear condition and a mild ostis arthritis of the spine, and that he was capable of performing sedentary work compatible with his age. On December 13, the claimant appealed to the board of referees and based his appeal on the statements made by the doctor.

The area office then wrote to the claimant. In his reply, the claimant stated that he was willing to work eight hours a day, six days a week, that he had tried to get various jobs without success, and that he could work as a caretaker, as a janitor, or do any light-duty job. He added that he was available for work on November 17. The board of referees convened on January 3, and the board, by a majority, decided to dismiss the appeal.

The board said: **"No evidence before us justifies the conclusion that this claimant was capable and available for work on November 3, 1968 and subsequently. His availability is too limited to meet the requirements of the Act ..."** The dissenting member of the board expressed the view that the disqualification should terminate on January 3, 1969.

The claimant appealed to the umpire. The area office wrote to Canada Manpower Centre asking if there were any possibilities of a claimant obtaining employment in Sudbury as a watchman, or light work, 4 hours a day, 5 days a week. The Canada Manpower Centre replied that the demand for watchmen or for light work is not very frequent at any given time for persons seeking full-time employment; that anyone placing any restrictions on his availability would make it that much more difficult to obtain work, that the usual type of demand Canada Manpower Centre gets for watchmen ordinarily involves night work and any suitable client should have his own transportation; and that the possibilities are few and far between in an ideai situation, and would be even more remote for the hours specified on the days in question.

On April 1, the claimant was notified by the insurance officer that, **in view of the additional evidence received since the date he was disqualified, his claim was allowed effective January 29.** In a letter also dated April 1, the claimant advised that the only period he wished to appeal to the Umpire was from January 3 to January 28. He added that he was still looking for full-time work and that he had not yet found anyone who could hire him, apparently because of his age.

The Umpire said that the majority decision of the board of referees was based, in part, upon a belief that the Act requires that to be entitled to payment of benefit a claimant must first "diligently seek work." The fact that a claimant does, or does not, actively seek work is a factor to be considered in determining whether a claimant is really in the labour market and involuntarily unemployed and qualified for payment of benefit. But there is no absolute requirement that, to qualify for payment of benefit, a claimant must first diligently seek work.

The claimant was seen and heard by the board of referees, the Umpire noted. The majority did not make any comments on his physical appearance, but the dissenting member referred to observing the claimant and apparently was satisfied that the claimant was, at least as of that date, capable of and available for work. **The doctor's statement indicates that the claimant was in relatively good physical condition and it did not rule out light work, which perhaps is all that should be expected of the claimant.**

The insurance officer removed the disqualification, effective January 29, as soon as he received confirmation from a local hotel that the claimant had sought work there and would be available in the future. It would appear to follow that the insurance officer was then satisfied that the claimant had discharged the onus on him of proving that he was capable of and available for work, and was not unduly limiting his availability. If he was capable and available as of that date, it is difficult to find that he was not equally as capable and available when he appeared before the board of referees on January 3, for prior to that date he had sought medical evidence to prove his capability and had written saying that he was willing to work 8 hours a day and 6 days a week as a caretaker, janitor or in other light work. The Umpire concluded, "On the whole I think that it would be fair and proper to allow the claimant's appeal for the period from January 3 to 28, 1969, and I allow it accordingly and remove the disqualification for that period."



Railway arbitration

Eight cases dealt with by the Canadian Railway Office of Arbitration in Montreal are reported this month. One of the cases was heard November 12, 1969; three were heard on December 9, 1969; and four were heard on January 13, 1970. One of the cases heard on January 13 was supplementary to No. 168, which was reported in the January 1970 issue of The Labour Gazette.

Supplementary to Case No. 168. Dispute between the CNR and the United Transportation Union over the compensation to be awarded to a brakeman who was suspended for six months.

In the initial award, the arbitrator said that the suspension should be reduced to three months, and that the brakeman should be accordingly compensated. The two parties were unable to agree on the amount of compensation payable to the brakeman, and the matter was brought before the arbitrator for a decision on the amount. The arbitrator said that "the purpose of the award of compensation is to put the grievor, from the point of view of earnings, in the position he would have been in had he not been suspended" during the period in which he was improperly suspended.

Case No. 189. An ex parte dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the establishment of positions of quality control inspectors in express service.

The union asked the company to bulletin the positions to employees covered by the collective agreement. The company declined. The arbitrator found that the duties of the quality control inspectors went beyond those of a typical inspector or checker, and said that they did not come within the groups of employees that constituted the bargaining unit covered by the collective agreement. It was, therefore, not necessary for the company to bulletin the positions. The grievance was dismissed.

Case No. 195. An ex parte dispute between the CNR and the United Transportation Union over claims by a conductor and crew for miles reduced from their ticket.

The conductor and his crew were in unassigned pool freight service operating from their home terminal to their away-from-home terminal. They went off duty at their away-from-home terminal at 4.45 p.m. on January 7. They were entitled to payment for time held at this terminal after 16 hours. They left, deadheading home, the next morning at 9.30. So they were paid for 45 minutes of "time held." The union said that the men should have been paid more since they were "not properly ordered to deadhead, and that they were entitled to claim for held time as though they had gone out from" the terminal on a train that left at 6.50 a.m. on January 9.

The arbitrator found that although the order was not in strict compliance with the collective agreement, the men did take advantage of returning to their home terminal on the earlier train. They were, therefore, not held at their away-from-home terminal after 9.30 a.m. on January 8 and the actual time they were held was 45 minutes, for which they were properly paid. The arbitrator dismissed the grievance.

Case No. 196. An ex parte dispute between the CPR and the United Transportation Union over claims by a conductor and crew for miles reduced from their ticket.

The men were called at 7.30 a.m. for freight service and left at 8.05 a.m. but were stopped at 8.20 and told to return to their home terminal because of a derailment further along the line. They reached the terminal at 8.55 a.m. It was the union's contention that this was a complete trip for which the crew was entitled to a basic day's pay.

On their return, the men were told to take auxiliary equipment and proceed to the scene of the derailment. They arrived at the derailment at 2.35 p.m. and worked there until 8.45 p.m. They were then deadheaded by taxi to their original destination for the day and released from duty at 9.15 p.m. the union contended that this was a second trip payable as work-train service. The

company said that there were not two trips, and that the initial trip was "turnaround service within a trip," constituting only part of their "continuous tour of duty" in freight service. The arbitrator disagreed, saying that the second trip was work-train service. And he agreed that the crew was entitled to make separate and distinct claims for the separate trips.

Case No. 197. An ex parte dispute between the CPR and the United Transportation Union over claims by a conductor and crew for miles reduced from their ticket.

The crew's first duty of the day involved assisting a train between two towns and then returning to their point of departure. They were then told to take their own train to another town further along the line. The union contended that there were two trips but the company contended that this was one tour of duty and that the first trip was "turnaround service within a trip."

The arbitrator said that the crew assisted another train, returned to the point of origin, and then took their own train to its destination. "The first part of the trip did not involve their own train, but it was part of the work they were called to do, and within the same class of service." The arbitrator agreed with the company that the work constituted one continuous tour of duty and dismissed the grievance.

Case No. 198. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over claims by dining car employees assigned from the spare board to perform relief work.

There is no spare board maintained at one station involved in this case. When spare employees are required to fill positions, dining car employees are deadheaded from one terminal while sleeping car conductors and porters are deadheaded from another terminal. The union contended that spare employees who are required to make more than one trip on the line in question are entitled to payment for time held between such trips, because payment of this nature had been made in the past. The company declined payment on the grounds that there is no provision in the collective agreement to pay this time.

The arbitrator agreed with the company. He said that there "is no basis for such a claim in the absence of a particular agreement that would support it." And he said that the question of employees being required to accept assignments "on a multitrip basis" was not before him. He dismissed the grievance.

Case No. 199. Dispute between the Pacific Great Eastern Railway Company and the United Transportation Union over demerit marks assessed to a yard foreman.

The marks were assessed to the foreman because he caused "a delay to another yard crew." The grievor left a car afoul of the shop lead switch at a terminal so that another crew was unable to pass. He did this knowingly and the issue was whether he should have been disciplined.

The foreman's duties included the loading and unloading of cars on and off a barge. He unloaded a barge and then proceeded to move other cars onto the barge. He had been told by the barge attendant that the tide was going out and the cars should be moved onto the barge as soon as possible. In moving these cars to the barge, he left one on the switching lead and it fouled the shop lead switch, blocking about 12 tracks. He thought that if everything went well, the car would only have been left there about 10 or 15 minutes. But he wasn't able to load the barge before the tide went out, and the delay amounted to about 25 minutes. The grievor thought that he was expediting the loading of the barge, but he succeeded only in disrupting the operation of the yard. The arbitrator said that the grievor "acted without regard for the rest of the company's operations" and he dismissed the grievance.

Case No. 200. An ex parte dispute between the Pacific Great Eastern Railway Company and the United Transportation Union over the disposition of the surplus in the Operating Employees Benefit Plan.

The company argued that the matter was not arbitrable because: the matter was not properly processed through appropriate grievance and arbitration procedures, and the subject matter was not within the arbitrator's jurisdiction. But the arbitrator said that the union had complied with the procedural requirements. He found, however, that the collective agreement did not deal with the benefit plans.

He said that, if there is a surplus in the fund it should be distributed to those who contributed. But he said that the matter was not arbitrable "since it does not involve the interpretation, application, operation, or alleged violation of any provision of the collective agreement."



List No. 254

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

Business

■ **No. 1—Cook, Harvey R.** Selecting advertising media; a guide for small business. Washington [GPO, 1969] 114 p.

■ **No. 2—National Industrial Conference Board.** Obstacles and incentives to private foreign investment, 1967-1968. New York, 1969. 2 vols. Contents: v.1. Obstacles; the experiences of the investors of 12 nations in 76 countries. v.2. Incentives, assurances, and guarantees; national and international programs.

Civil service

■ **No. 3—U.S. Bureau of Labor Statistics.** Planning and administrative personnel in local governments; a pilot study, June 1969. Washington [GPO, 1969] [38] p. Appendix A. Description of planning and administrative jobs: p. [23-24].

■ **No. 4—U.S. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Manpower and Civil Service.** Improved manpower management in the Federal Government; examples for the period, July-December 1968. Washington, GPO, 1969. xi, 28 p.

Education

■ **No. 5—Atlantic Development Board.** Profiles of education in the Atlantic Provinces. Ottawa, 1969. 1 vol. (various pagings).

■ **No. 6—Rogin, Lawrence.** Survey of adult education opportunities for labor; labor education in the United States [by] Lawrence Rogin and Marjorie Rachlin. Washington, National Institute of Labor Education, 1968. 275 p. Cover title: Labour education in the United States.

Electronic data processing

■ **No. 7—Bueschel, Richard T.** Commercial time-sharing services and utilities [by] Richard T. Bueschel, Andrew G. Stephenson [and] Douglas C. Whitney. [New York] American Management Association [1969] 95 p.

■ **No. 8—Salzman, Lawrence.** Computerized economic analysis. New York, McGraw-Hill [1968] xiii, 253 p.

■ **No. 9—Shriver, Richard H.** Distribution planning and control: effective use of computer systems and models [by] Richard H. Shriver [and] Russell C. White. [New York] American Management Association [1969] 60 p.

Executives

■ **No. 10—National Industrial Conference Board.** The chief executive—and his job, by Harold Stieglitz. New York, 1969. 70 p.

■ **No. 11—National Industrial Conference Board.** Executive development programs in universities, by Jude P. West [and] Don R. Sheriff. [New York, 1969] iv, 97 p.

Insurance, unemployment

■ **No. 12—Committee on Unemployment Insurance Objectives.** Unemployment and income security; goals for the 1970's; a report. Kalamazoo, Mich., Upjohn Institute for Employment Research, 1969. 27 p. William Haber, chairman of Committee.

■ **No. 13—Murray, Merrill Garver.** The role of unemployment insurance under guaranteed minimum income plans. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1969. 41 p.

■ **No. 14—Nelson, Daniel.** Unemployment insurance; the American experience, 1915-1935. Madison, University of Wisconsin Press, 1969. ix, 305 p.

Occupations

■ **No. 15—Hall, Richard Hammond.** Occupations and the social structure. Englewood Cliffs, N.J., Prentice-Hall [1969] xi, 393 p. Describes and analyzes the various types of occupations as they exist in the social system. The types of occupations are (a) the professions (b) managers, proprietors, and officials (c) white-collar workers (d) craftsmen and foremen and (e) semiskilled and unskilled workers.

■ **No. 16—Scoville, James Griffin.** The job content of the U.S. economy, 1940-1970. New York, McGraw-Hill [1969] xiv, 144 p.

Social conditions

■ **No. 17—International Labour Office.** The ILO in the service of social progress. Geneva, 1969. 209 p. "The present volume, which has been prepared for the Fiftieth Anniversary of the ILO, is a new version of Labour Faces the New Age, published in 1965."

■ **No. 18—National Institute of Social Research,** Copenhagen. Activities during the period 1958-1968. Copenhagen, 1969. 43 p. "Publications": p. 38-40. "Selected articles and publications in English."

■ **No 19—U.S. Department of Health, Education, and Welfare.** Toward a social report. [Washington, GPO, 1969] xxii, 101 p. This report is based on material supplied by members of the Panel on Social Indicators, and "deals with such aspects of the quality of American life as: health and illness; social mobility; the physical environment; income and poverty; public order and safety; learning, science, and art; and participation and alienation."

Unemployment

■ **No. 20—Fine, Sidney A.** Guidelines for the employment of the culturally disadvantaged. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1969. 31 p.

■ **No. 21—Levitan, Sar A., ed.** Dimensions of manpower policy: programs & research. Edited by Sar A. Levitan & Irving H. Siegel. Baltimore, Johns Hopkins Press [1966] xii, 299 p. "A volume commemorating the twentieth anniversary of the W. E. Upjohn Institute for Employment Research."

Wages and hours

■ **No. 22—National Industrial Conference Board.** Compensation of overseas managers: trends and guidelines; a survey by Karen Kraus Bivens and James Greene. New York, 1969. 62 p.

■ **No. 23—Peterson, John Marshall.** Employment effects of minimum wage rates, by John M. Peterson and Charles T. Stewart. Washington, American Enterprise Institute for Public Policy Research, 1969. 171 p.

Miscellaneous

■ **No. 24—Coddington, Alan.** Theories of the bargaining process. With a foreword by G.L.S. Shackle. London, Allen and Unwin [1968] xx, 106 p.

■ **No. 25—North American Conference on Labor Statistics.** 26th Richmond, Va., 1968. Proceedings, June 17-21, 1968, Richmond, Virginia. [Washington, GPO, 1969] 293 p. Co-sponsored by the Virginia Department of Labor and Industry and the U.S. Bureau of Labor Statistics.

Statistics section

Tables

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

G-1 to G-4 — Strikes and Lockouts

H — Employment Fatalities

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at November 1969 employers in the principal non-agricultural industries reported a total employment of 3,850,535. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October*	130.0	154.3	120.71	126.7	154.4	125.93
November†	129.9	155.2	121.41	126.4	156.0	127.18

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	November 1969	October 1969	November 1968	November 1969	October 1969	November 1968
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	121.0	123.9	119.1	100.84	99.17	92.18
Newfoundland	122.4	129.0	121.6	111.28	108.12	100.56
Prince Edward Island	137.9	145.2	149.7	80.43	79.38	71.61
Nova Scotia	118.9	119.8	116.5	98.01	96.61	90.09
New Brunswick	121.1	123.5	117.8	99.43	98.20	91.46
Québec	122.1	123.8	120.1	118.49	118.50	111.46
Ontario	134.6	132.8	130.4	125.27	124.42	117.18
Prairie Region	128.5	130.0	123.6	114.84	114.38	106.94
Manitoba	120.6	122.3	117.4	108.54	109.10	103.71
Saskatchewan	117.4	119.7	120.6	110.57	109.26	104.32
Alberta	139.7	140.7	130.1	120.91	120.07	110.42
British Columbia	142.1	142.2	130.8	134.28	133.17	124.63
CANADA	129.9	130.0	125.7	121.41	120.71	113.37
URBAN AREAS						
St. John's	138.7	139.9	142.1	94.22	94.34	88.90
Halifax	125.9	125.0	120.8	99.98	99.24	93.13
Sydney	91.2	92.8	99.8	101.36	102.87	97.47
Moncton	142.0	137.1	131.4	95.89	95.74	85.39
Saint John	113.6	115.1	110.3	99.74	99.84	91.36
Chicoutimi	113.2	115.2	111.1	136.42	135.85	126.72
Montreal	124.3	125.3	122.8	119.25	119.06	113.17
Québec	122.0	122.0	118.4	104.71	104.70	95.75
Shawinigan	95.3	94.1	99.3	119.03	120.13	112.95
Sherbrooke	118.5	119.8	118.3	100.77	101.02	94.63
Trois-Rivières	117.3	119.1	112.2	113.31	113.99	107.00
Ottawa-Hull	142.0	142.4	134.4	113.35	113.25	104.64
Belleville	130.7	129.5	125.6	107.36	107.05	97.51
Brampton	293.2	278.9	274.2	125.81	121.27	116.13
Brantford	138.1	139.5	124.6	111.04	110.78	106.47
Fort William-Port Arthur	126.0	125.8	123.9	119.82	119.79	113.12
Guelph	145.0	143.2	137.6	114.88	115.36	107.37
Hamilton	125.0	123.7	120.6	128.00	126.58	118.29
Kingston	128.4	128.4	123.8	114.82	116.99	110.49
Kitchener	159.2	160.4	151.5	111.89	111.19	105.00
London	128.4	128.9	126.0	115.24	115.57	109.01
Niagara Falls	112.3	120.3	108.1	116.11	112.14	109.88
Oshawa	146.0	147.3	146.0	140.27	138.67	143.83
Peterborough	149.2	148.6	137.9	126.17	126.01	117.64
Sarnia	143.5	145.5	142.1	155.05	156.35	153.86
Sault Ste. Marie	109.4	65.9	122.3	136.55	127.70	127.57
Sudbury	125.5	55.9	120.9	144.12	131.10	138.28
St. Catharines	143.9	145.6	146.5	133.78	134.21	131.11
Timmins	71.1	72.2	71.6	113.75	110.39	101.86
Toronto	138.0	138.3	133.1	127.20	126.86	117.52
Welland	112.5	102.3	110.6	140.36	140.74	131.53
Windsor	157.1	160.5	157.2	144.52	142.09	135.73
Winnipeg	125.7	126.3	119.8	102.33	102.22	96.32
Regina	121.6	125.2	124.7	105.94	105.19	98.84
Saskatoon	142.4	142.5	150.5	103.96	103.23	100.66
Calgary	151.7	151.9	139.2	120.84	120.03	107.33
Edmonton	149.7	150.4	139.5	115.57	114.26	105.28
Vancouver	145.3	142.7	133.3	129.70	127.66	120.42
Victoria	137.7	137.9	123.3	115.89	112.72	105.08

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
November 1969*	—	113.7	863.6	834.9	—	—	—	301.6	1,137.1	683.8	424.5	6.633.2
October 1969*	77.4	113.7	889.8	828.0	428.0	673.8	1,103.5	302.5	1,118.3	714.3	427.1	6,682.4
November 1968†	66.1	120.3	864.8	805.9	382.3	651.0	1,040.8	288.3	1,123.0	626.7	404.8	6,379.8
NEWFOUNDLAND												
October 1969*	2.5	5.8	10.7	2.1	10.7	14.0	15.8	2.3	21.9	8.5	8.3	102.6
September 1969†	2.8	5.7	11.5	1.9	10.9	14.9	16.9	2.2	22.0	9.2	8.4	106.6
October 1968†	2.9	5.7	9.6	1.9	10.4	15.3	17.1	2.0	23.9	7.9	8.2	104.6
PRINCE EDWARD ISLAND												
October 1969*	0.1	—	2.7	0.6	2.7	3.5	6.3	0.7	6.3	3.0	2.4	28.2
September 1969†	0.1	—	2.7	0.5	2.2	3.3	4.9	0.6	6.3	2.5	2.3	25.5
October 1968†	—	—	2.5	0.6	2.3	3.3	4.2	0.6	6.0	1.8	1.8	23.1
NOVA SCOTIA												
October 1969*	2.9	5.7	18.8	14.7	17.1	22.0	34.6	7.1	44.2	16.7	21.0	204.8
September 1969†	2.6	5.7	19.4	15.3	16.6	21.4	34.6	7.1	42.6	17.2	21.4	203.9
October 1968†	2.8	7.0	19.1	14.5	15.1	21.0	32.0	6.7	39.3	14.2	20.9	192.7
NEW BRUNSWICK												
October 1969*	7.6	2.8	18.6	10.0	13.6	21.3	27.6	4.7	32.4	11.3	12.1	162.0
September 1969†	8.0	2.6	19.6	11.1	13.9	21.6	26.3	4.8	31.4	11.0	13.9	164.2
October 1968†	7.5	2.4	18.5	10.9	10.2	20.1	26.0	4.4	30.6	10.9	10.9	152.4
QUEBEC												
October 1969*	25.3	26.4	336.1	205.4	94.8	185.8	272.4	84.9	309.3	179.2	93.4	1,813.0
September 1969†	26.5	26.5	337.2	204.8	96.4	188.5	271.4	84.1	310.0	181.2	94.3	1,821.1
October 1968†	24.2	25.3	325.6	201.6	92.3	181.7	249.4	80.1	297.7	161.1	86.7	1,725.6
ONTARIO												
October 1969*	11.8	23.1	382.0	460.3	166.7	219.6	442.0	131.1	407.8	291.6	173.2	2,709.3
September 1969†	12.0	23.7	388.8	450.8	167.2	223.4	432.3	131.6	402.5	290.6	174.7	2,697.8
October 1968†	11.5	35.1	377.7	451.9	159.5	211.0	397.2	122.5	403.6	259.0	167.0	2,596.0
MANITOBA												
October 1969*	1.2	8.0	28.9	23.0	18.1	46.5	57.8	13.5	52.3	34.4	20.1	303.8
September 1969†	1.0	7.7	29.0	23.5	19.2	47.5	60.6	13.6	51.7	34.9	20.7	309.2
October 1968†	0.8	7.2	28.3	20.5	18.8	46.5	53.6	12.9	51.9	29.4	19.4	289.4
SASKATCHEWAN												
October 1969*	0.4	5.8	9.9	5.3	14.1	26.4	39.5	8.2	47.2	21.3	20.8	199.0
September 1969†	0.5	5.8	10.2	5.5	14.7	27.5	39.5	8.2	47.1	21.6	20.4	201.2
October 1968†	0.3	5.1	9.9	5.4	17.1	26.3	39.6	8.4	46.4	19.8	19.5	197.9
ALBERTA												
October 1969*	1.7	21.8	27.8	27.0	43.7	53.6	87.9	19.9	92.4	60.7	32.9	469.4
September 1969†	2.0	22.0	28.2	27.2	43.2	54.7	87.8	19.2	91.3	62.1	34.1	472.0
October 1968†	1.8	20.6	27.2	23.3	37.3	49.6	82.4	18.1	92.6	50.7	31.8	435.5
BRITISH COLUMBIA												
October 1969*	23.9	11.3	54.2	79.5	45.6	79.1	118.3	29.9	103.4	86.2	40.4	671.8
September 1969†	24.8	11.4	55.2	79.8	46.8	80.7	117.7	29.9	103.6	87.7	40.8	678.4
October 1968†	19.6	9.8	52.4	72.2	39.0	78.0	107.6	29.1	104.0	73.9	38.5	624.3

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	November 1969	October 1969	November 1968	November 1969	October 1969	November 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.4	101.4	109.7	153.36	153.14	145.15
Metals	103.5	85.0	102.8	153.65	151.99	145.30
Mineral fuels	99.6	99.7	102.9	163.22	164.32	148.79
Non-metals except fuels	130.9	132.9	117.5	137.98	146.76	136.88
Quarries and sand pits	118.9	130.5	105.0	136.20	135.50	125.28
Services incidental to mining	163.3	161.4	162.9	159.90	154.98	152.84
MANUFACTURING	126.4	126.7	124.0	127.18	125.93	118.70
Durable goods	139.3	137.7	134.8	137.15	135.67	128.80
Non-durable goods	115.9	117.7	115.3	117.48	116.70	109.14
Food and beverages	107.9	112.7	109.6	112.53	109.53	103.18
Foods	107.3	112.5	109.0	108.76	105.62	99.50
Beverages	111.8	114.0	114.0	135.37	133.91	125.33
Tobacco processing and products	107.8	87.7	114.3	124.03	140.72	113.67
Rubber products	120.2	121.7	125.1	136.04	135.62	124.68
Leather products	94.8	95.4	101.6	82.75	81.56	78.46
Textile products	119.6	119.8	121.0	105.48	105.03	98.68
Knitting mills	117.8	118.7	119.1	80.19	80.27	75.31
Clothing	108.6	111.1	108.1	76.12	78.07	71.99
Wood products	111.1	112.0	111.8	116.65	113.78	108.61
Furniture and fixtures	138.4	140.4	132.4	105.72	105.42	98.09
Paper and allied industries	121.3	123.6	117.2	146.64	146.64	137.33
Printing, publishing and allied industries	117.4	117.1	114.7	130.75	131.41	122.72
Primary metal industries	128.0	112.3	126.8	150.04	150.36	140.43
Metal fabricating industries	137.6	139.3	133.2	134.19	132.25	123.82
Machinery, except electrical	155.3	155.3	139.0	144.82	143.71	134.26
Transportation equipment	159.0	160.2	154.2	151.90	149.43	147.02
Electrical products	152.3	153.4	147.1	128.51	128.61	120.63
Non-metallic mineral products	123.0	124.8	119.6	135.57	135.55	125.85
Petroleum and coal products	103.0	103.4	102.5	187.56	181.85	172.24
Chemicals and chemical products	119.8	120.3	118.4	143.38	142.51	133.32
Miscellaneous manufacturing industries	157.0	158.8	144.7	107.16	106.38	100.98
CONSTRUCTION	125.5	133.3	123.6	159.37	158.78	142.67
Building	139.3	143.7	133.3	160.61	157.45	141.21
Engineering	101.7	115.5	107.0	156.47	161.63	145.82
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.4	112.7	110.9	137.01	136.61	126.48
Transportation	107.9	108.3	107.6	135.81	135.96	125.38
Storage	109.2	109.0	113.7	121.99	119.71	114.39
Communication	121.5	121.7	117.4	130.57	129.22	120.79
TRADE	144.9	141.0	137.9	94.90	95.01	88.27
Wholesale trade	133.1	133.3	125.6	120.77	120.12	112.74
Retail trade	151.4	145.3	144.7	82.42	82.37	76.53
FINANCE, INSURANCE AND REAL ESTATE	141.6	141.1	133.3	114.97	114.39	109.38
Financial institutions	146.7	146.2	136.7	113.01	112.44	108.09
Insurance and real estate	134.7	134.2	128.6	117.84	117.25	111.22
SERVICE	174.9	179.3	160.1	86.56	84.95	81.48
Recreational services	144.7	162.3	142.3	84.59	83.17	74.09
Business services	195.5	194.3	179.0	133.17	131.09	125.21
Personal services	160.2	165.3	147.9	63.95	62.92	59.90
Miscellaneous services	218.5	218.2	186.9	86.60	86.24	86.89
INDUSTRIAL COMPOSITE	129.9	130.0	125.7	121.41	120.71	113.37

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1969	Oct. 1969	Nov. 1968	Nov. 1969	Oct. 1969	Nov. 1968	Nov. 1969	Oct. 1969	Nov. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.3	41.9	42.5	3.41	3.30	3.17	141.01	138.52	134.62
Metals	41.2	40.9	41.7	3.52	3.40	3.30	145.28	139.12	137.60
Mineral fuels	40.5	42.4	42.3	3.07	3.02	2.66	124.19	127.72	112.56
Non-metals, except fuels	40.0	44.0	43.8	3.21	3.20	2.95	128.43	140.59	129.23
Quarries and sand pits	46.5	46.8	48.3	2.86	2.84	2.54	132.93	132.84	122.71
Services incidental to mining	41.6	40.8	43.2	3.66	3.58	3.48	152.38	145.81	150.41
MANUFACTURING	40.4	40.4	40.9	2.88	2.84	2.66	116.17	114.87	108.68
Durable goods	41.0	41.0	41.9	3.10	3.06	2.87	127.24	125.31	120.03
Non-durable goods	39.7	39.8	39.9	2.64	2.63	2.44	104.83	104.53	97.28
Food and beverages	39.5	39.0	39.1	2.56	2.52	2.36	101.09	98.27	92.42
Foods	39.4	38.9	38.9	2.47	2.43	2.29	97.38	94.55	89.03
Beverages	40.1	40.5	40.8	3.20	3.15	2.90	128.40	127.67	118.18
Tobacco processing and products	37.4	38.2	37.5	2.95	3.42	2.69	110.59	130.55	100.73
Rubber products	42.2	42.4	42.0	3.04	3.06	2.78	128.53	129.63	117.06
Leather products	38.5	38.1	39.9	1.95	1.93	1.81	74.85	73.66	72.09
Textile products	41.0	41.1	42.1	2.28	2.27	2.09	93.54	93.30	88.07
Miscellaneous textiles	39.6	39.2	40.4	2.40	2.36	2.18	95.18	92.59	88.29
Knitting mills	40.8	40.9	41.6	1.74	1.74	1.61	71.06	71.18	66.97
Clothing	36.6	37.4	36.8	1.88	1.90	1.77	68.78	71.19	65.13
Wood products	39.7	39.3	40.6	2.79	2.75	2.56	110.81	108.08	103.86
Furniture and fixtures	42.6	42.4	43.0	2.31	2.30	2.12	98.27	97.80	91.20
Paper and allied industries	40.9	41.4	41.4	3.37	3.35	3.11	138.06	138.58	128.95
Pulp and paper mills	41.2	41.5	41.5	3.68	3.66	3.42	151.63	151.78	141.90
Printing, publishing and allied industries	38.1	38.3	38.3	3.38	3.39	3.14	128.58	129.78	120.25
Primary metal industries	40.5	40.9	41.1	3.48	3.42	3.21	140.74	139.66	131.77
Iron and steel mills	39.7	40.2	40.1	3.69	3.63	3.33	146.27	146.08	133.72
Metal fabricating industries	41.3	40.8	41.7	3.09	3.05	2.81	127.48	124.56	117.05
Machinery, except electrical	41.3	41.3	41.9	3.24	3.23	2.97	133.72	133.47	124.34
Transportation equipment	41.5	41.3	43.3	3.41	3.36	3.22	141.38	138.66	139.19
Aircraft and parts	42.8	42.4	42.4	3.42	3.40	3.06	146.47	143.96	129.99
Motor vehicles	41.1	40.9	43.7	3.54	3.47	3.38	145.54	142.26	147.65
Assembling	42.7	41.4	45.4	3.86	3.75	3.65	164.86	155.19	165.73
Parts and accessories	39.7	40.7	42.4	3.31	3.30	3.19	131.60	134.51	135.38
Shipbuilding and repairing	40.3	39.8	41.3	3.33	3.35	3.10	134.14	133.20	127.72
Electrical products	40.5	40.5	41.0	2.75	2.76	2.56	111.37	111.81	104.78
Communications equipment	40.6	40.7	40.5	2.69	2.71	2.43	109.30	110.45	98.18
Non-metallic mineral products	42.5	43.0	43.2	3.04	3.02	2.78	129.33	129.76	119.86
Petroleum and coal products	43.0	40.9	42.9	3.98	3.88	3.69	170.80	158.48	158.05
Chemical and chemical products	40.9	41.1	41.0	3.07	3.05	2.86	125.58	125.40	117.04
Miscellaneous manufacturing industries	40.4	40.7	40.7	2.30	2.27	2.12	92.86	92.15	86.45
CONSTRUCTION	40.3	40.9	40.7	3.91	3.86	3.44	157.73	157.94	140.00
Building	39.1	39.2	39.2	4.09	4.00	3.53	159.94	156.55	138.59
General contractors	39.4	39.3	39.1	4.02	3.90	3.40	158.24	153.46	133.10
Special trade contractors	39.0	39.1	39.4	4.14	4.07	3.63	161.24	158.97	142.79
Engineering	43.2	44.8	43.7	3.53	3.60	3.27	152.39	160.97	143.09
Highways, bridges and streets	43.2	45.6	43.5	3.13	3.08	2.68	135.15	140.48	116.48
Other engineering	43.2	43.9	44.0	3.90	4.16	3.79	168.64	182.27	166.87
OTHER INDUSTRIES									
Urban transit	41.5	42.3	41.8	3.54	3.51	3.30	146.79	148.79	137.74
Highway and bridge maintenance	39.6	39.3	38.8	2.64	2.63	2.43	104.76	103.59	94.36
Laundries, cleaners and pressers	37.8	37.6	37.5	1.65	1.67	1.55	62.43	62.82	58.35
Hotels, restaurants and taverns	31.9	31.8	32.9	1.67	1.66	1.55	53.25	52.81	50.90

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1968—October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October*	40.4	2.84	114.87	154.3	121.1
November†	40.4	2.88	116.17	156.0	122.0

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	November 1969	October 1969	November 1968	November 1969	October 1969	November 1968
				$	$	$
Newfoundland	42.4	37.7	36.0	2.39	2.45	2.25
Nova Scotia	40.1	38.9	39.5	2.28	2.26	2.07
New Brunswick	40.3	39.2	41.0	2.39	2.38	2.16
Québec	41.2	41.5	41.7	2.56	2.54	2.38
Ontario	40.3	40.4	41.1	3.03	2.99	2.80
Manitoba	39.6	40.1	39.9	2.56	2.53	2.37
Saskatchewan	39.7	39.9	40.5	3.04	2.95	2.82
Alberta	39.6	39.8	39.2	3.04	3.00	2.70
British Columbia	37.7	37.1	38.1	3.60	3.56	3.31

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—November ..	5,565,000	5,215,800	349,200
October.....	5,518,000	5,238,000	280,000
September ..	5,518,000	5,258,400	259,600
August.....	5,514,000	5,246,300	267,700
July.....	5,469,000	5,190,400	278,600
June.....	5,511,000	5,234,100	276,900
May.....	5,414,000	5,109,000	305,000
April.....	5,499,000	4,972,500	526,500
March.....	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January.....	5,512,000	4,896,000	616,000
1968—December....	5,446,000	4,948,100	497,900
November..	5,411,000	5,069,400	341,600

Table E-4—Benefit Payments, by Province, December 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	51,973	1,727,143
Prince Edward Island	7,580	240,644
Nova Scotia	46,019	1,505,284
New Brunswick	47,007	1,436,369
Québec	303,882	10,307,729
Ontario	331,729	11,370,617
Manitoba	39,468	1,338,657
Saskatchewan	36,898	1,241,500
Alberta	37,977	1,302,829
British Columbia	73,858	2,589,723
Total, Canada, December 1969	976,391	33,060,495
Total, Canada, November 1969	830,657	27,554,617
Total, Canada, December 1968	1,060,154	30,800,219

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	December 1969			December 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	300,893	231,399	69,494	276,356	213,099	63,257
Newfoundland	17,750	15,459	2,291	18,285	15,686	2,599
Prince Edward Island	3,739	3,397	342	3,630	3,204	426
Nova Scotia	13,762	11,404	2,358	15,076	12,048	3,028
New Brunswick	16,282	14,132	2,150	15,621	13,118	2,503
Québec	89,379	67,658	21,721	86,633	63,401	23,232
Ontario	90,472	65,642	24,830	73,325	56,212	17,113
Manitoba	10,637	8,526	2,111	10,028	7,974	2,054
Saskatchewan	10,815	8,475	2,340	9,812	7,613	2,199
Alberta	11,688	8,988	2,700	10,738	8,152	2,586
British Columbia	36,369	27,718	8,651	33,208	25,691	7,517

* In addition, revised claims received numbered 50,572.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 31, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Dec. 31, 1968
		1-4	5-13	14-26	27 or more*	
Canada	536,697	308,159	126,104	59,177	43,257	497,873
Male	374,411	236,471	85,659	30,712	21,569	352,538
Female	162,286	71,688	40,445	28,465	21,688	145,335
NEWFOUNDLAND	29,377	20,821	5,669	1,917	970	29,607
Male	26,317	19,209	4,924	1,570	614	26,732
Female	3,060	1,612	745	347	356	2,875
PRINCE EDWARD ISLAND	4,933	4,088	585	187	73	5,341
Male	3,920	3,344	442	115	19	4,165
Female	1,013	744	143	72	54	1,176
NOVA SCOTIA	24,677	15,237	5,055	2,035	2,350	26,243
Male	20,155	13,094	3,897	1,257	1,907	20,618
Female	4,522	2,143	1,158	778	443	5,625
NEW BRUNSWICK	25,443	15,167	6,505	2,316	1,455	26,662
Male	18,515	11,973	4,247	1,313	982	20,341
Female	6,928	3,194	2,258	1,003	473	6,321
QUÉBEC	169,282	92,332	43,128	19,435	14,387	159,762
Male	119,687	70,758	30,709	10,843	7,377	116,707
Female	49,595	21,574	12,419	8,592	7,010	43,055
ONTARIO	159,284	88,730	33,656	20,687	16,211	132,084
Male	98,519	61,609	19,880	9,840	7,190	79,249
Female	60,765	27,121	13,776	10,847	9,021	52,835
MANITOBA	19,767	10,919	5,650	1,961	1,237	19,215
Male	14,396	8,440	4,249	1,010	697	13,915
Female	5,371	2,479	1,401	951	540	5,300
SASKATCHEWAN	17,926	9,955	5,529	1,468	974	17,081
Male	14,082	8,656	4,334	678	414	13,216
Female	3,844	1,299	1,195	790	560	3,865
ALBERTA	21,144	12,801	5,129	2,009	1,205	19,867
Male	15,225	10,477	3,476	738	534	14,201
Female	5,919	2,324	1,653	1,271	671	5,666
BRITISH COLUMBIA	64,864	38,109	15,198	7,162	4,395	62,011
Male	43,595	28,911	9,501	3,348	1,835	43,394
Female	21,269	9,198	5,697	3,814	2,560	18,617

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1969	556	585	301,954	7,736,710	0.46
*1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, February 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	3	4	785	3,390
Manufacturing	14	38	6,416	75,410
Construction	4	6	1,035	4,660
Transportation and utilities	4	6	3,638	22,710
Trade	2	7	347	4,200
Finance	—	—	—	—
Service	5	7	1,139	10,180
Public administration	2	2	191	440
All industries	34	70	13,551	120,990

Table G-3—Strikes and Lockouts, by Jurisdiction, February 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	2	474	650
Prince Edward Island	—	—	—	—
Nova Scotia	3	4	1,671	12,750
New Brunswick	1	2	234	980
Québec	9	18	1,616	19,150
Ontario	11	23	2,997	33,120
Manitoba	—	2	390	2,700
Saskatchewan	1	1	13	230
Alberta	1	4	764	7,280
British Columbia	4	12	1,937	22,980
Federal	2	2	3,455	21,150
All jurisdictions	34	70	13,551	120,990

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Noranda Mines Ltd., (Geco Division), Manitouwadge, Ont.	CNTU	355	—	16,700	Nov. 22 Feb. 2	Wages—13% plus 4¢ per hr. increase 1st.-yr., 7% 2nd.-yr., 7% 3rd.-yr.; improved ER's contribution to OHSIP.
American Smelting & Refining Co. Ltd., Buchans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	300	300	300	Feb. 2 Feb. 3	Alleged grievance—Return of workers pending arbitration board decision.
Brenda Mines Ltd., Peachland, B.C.	International Operating Engineers Loc. 115 and Labourers Loc. 168 (AFL-CIO/CLC)	265	2,390	2,390	Feb. 5 Feb. 19	Wages—80¢ per hr. increase over 2 years; free medical care, other benefits.
Heath Steele Mines, Little River, N.B.	Steelworkers Loc. 5319 (AFL-CIO/CLC)	200	300	300	Feb. 25 Feb. 26	Dismissal of one worker for cause—Return of workers when dismissed worker rehired.
Manufacturing						
FOOD AND BEVERAGES						
Silverwood Dairies Ltd., London, Ont.	Teamsters Loc. 647 (Ind.)	184	1,840	1,840	Feb. 16 —	Failure to reach agreement—
National Sea Products Ltd., Various locations, Nova Scotia.	Seafood Workers various locals (CLC)	1,200	7,200	7,200	Feb. 23 —	Wages, fringe benefits—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	140	140	Feb. 27 —	Delay in signing new agreement—
WOOD						
Weyerhaeuser Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,640	18,870	Aug. 6 —	Wages, hours, vacations, holidays —
J. C. Martel Inc., St-Michel des Saints & St-Guillaume Nord, Que.	Carpenters Loc. 2817 (AFL-CIO/CLC)	192	1,410	5,810	Dec. 31 Feb. 11	Wages, other improvements—34¢ an hr. wage increase, other improvements.
Merril & Wagner Ltd., William Lake, B.C.	Woodworkers Loc. 424 (AFL-CIO/CLC)	240	600	600	Feb. 17 Feb. 20	Disciplinary action of two workers—Return of workers pending negotiations.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1970 (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days February	 Accumulated	Starting Date Termination Date	Major Issues Result
PAPER						
Building Products of Canada Ltd., Hamilton, Ont.	Chemical Workers Loc. 627 (AFL-CIO/CLC)	180	1,800	7,920	Dec. 11 Feb. 16	Wages, other benefits—8% wage increase on signing of contract, 7% Nov. 1, 1970; $150 settlement pay, increased shift premiums and rotation shift premium, other benefits.
Scott Maritimes Pulp Mill Limited, Abercrombie Point, N.S.	Pulp and Paper Mill Workers Loc. 440 (AFL-CIO/CLC)	265	5,300	7,160	Jan. 22 —	Sympathy with discharged worker —
PRINTING & PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions	1,000	12,000	12,000	Feb. 16 —	Newspapers ceased publishing operations and terminated agreements—
METAL FABRICATING						
Sivaco Wire & Nails Co., Marieville, Que.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	2,200	15,840	Nov. 2 Feb. 16	Wages, seniority, job classification—Starting rate raised to $2.31 an hr.; reduction in hours from 44 to 40 hours per wk., other improvements.
Foster-Wheeler Ltd., St. Catharines, Ont.	Steelworkers Loc. 6519 (AFL-CIO/CLC)	276	—	1,660	Jan. 23 Feb. 2	Wages, other benefits—70¢ an hr. increase over 2-yr. contract; $50 settlement pay, 16¢ per hr. increase for improvements.
Zenith Steel Fabricators Ltd., Richmond, B.C.	Structural Iron Workers Loc. 712 (AFL-CIO/CLC)	130	1,950	1,950	Feb. 9 —	Wages—
Dynamic Industries Inc., Quebec, Que.	Auto Workers Loc. 1044 (CLC)	267	3,740	3,740	Feb. 10 —	Wages, hours, other matters—
ELECTRICAL PRODUCTS						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	8,320	25,800	Dec. 1 —	Wages, cost of living bonus, fringe benefits—
Pioneer Electric, Fort Garry, Man.	Steelworkers Loc. 4297 (AFL-CIO/CLC)	340	1,700	12,180	Dec. 8 Feb. 9	Wages, methods of promotion—10% wage increase immediately, 10% Nov. 1970, 7% Nov. 1971; 4 weeks vacation after 20 years, other improved benefits.
Clairtone-Sound Corp., Stellarton, N.S.	I.B.E.W. Loc. 2225 (AFL-CIO/CLC)	200	200	200	Feb. 9 Feb. 10	Seniority on lay-off—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1970 (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
CHEMICAL PRODUCTS						
Hand Chemical Industries Ltd., Papineauville, Que.	District 50 (U.M.W.A.) Loc. 14775 (Ind.)	100	1,450	1,450	Feb. 4 Feb. 25	Wages, hours, length of contract —28¢ an hr. increase for men first yr., 23¢ for women first yr., 17¢ for both second yr.; gradual reduction in hours from 43 to 40, 3 weeks vacation after 5 years, 4 weeks after 15 years.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	132,600	May 17 1968	Wages, union security, grievance procedure—
Construction						
Sudbury Electrical Contractors' Association, Various locations, Northern Ontario.	I.B.E.W. Loc. 1687 (AFL-CIO/CLC)	350	1,400	5,600	Jan. 15 Feb. 6	Wages—Return of most workers when new contract signed.
Robert McAlpine Ltd., Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	120	600	600	Feb. 2 Feb. 10	Working conditions, grievance—Return of workers when conditions improved.
McIntyre-Porcupine Mines Ltd., Grande Cache, Alta.	Various unions	500	2,000	2,000	Feb. 11 Feb. 16	Alleged unjust firing of six workers and grievances—Return of workers on instruction of union.
Transportation and Utilities						
TRANSPORTATION						
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	2,000	17,440	Oct. 16 Feb. 15	Bonus or incentive plan—Return of workers, settlement terms not reported.
*B.C. Maritime Employers' Assoc., Various ports, British Columbia.	Longshoremen and Warehousemen various locals (CLC)	3,230	19,380	19,380	Feb. 5 Feb. 13	Wages, hours—$1.15 an hr. increase over 30 months; $13,000 retirement settlement, other improvements.
Transport Chicoutimi Inc., Chicoutimi and Port-Alfred, Que.	Public Service Employees' Federation (CNTU)	103	720	720	Feb. 9 Feb. 18	Wages, vacations, security of employment—$105 per wk. immediately, $115 Sept. 1, 1970; $250 retroactive pay for permanent employees only, reinstatement of the president of the union local.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days February	 Accumulated	Starting Date Termination Date	Major Issues Result
Trade						
RETAIL						
Three Ottawa Dairies, Ottawa, Ont.	Teamsters Loc. 647 (Ind.)	210	1,890	1,890	Feb. 12 Feb. 24	Wages, fringe benefits—$19 per wk. increase in three stages for home deliveryman, ice cream routemen, special deliverymen, $15 per wk. for wholesale deliverymen, work week reduced from 48 to 45 after 16 months, improved vacations.
Service						
EDUCATION						
Vancouver School Board, Vancouver, B.C.	International Operating Engineers Loc. 963 (AFL-CIO/CLC)	206	4,120	5,360	Jan. 23 —	Wages, night differentials, premium pay—
Ontario Department of Education, Toronto and Ottawa, Ont.	Ontario Federation of Community College Faculty Associations	280	280	280	Feb. 9 Feb. 10	Teachers seeking collective bargaining arrangements—Return of teachers.
Commission Scolaire Régionale de la Mauricie, La Mauricie region, Que.	Public Service Employees' Federation (CNTU)	130	520	520	Feb. 24 —	Wages, security of employment—
PERSONAL SERVICES						
*Fort Garry Hotel, Winnipeg, Man.	Railway, Transport and General Workers Loc. 272 (CLC)	225	1,770	1,770	Feb. 10 Feb. 20	Wages—13.. per hr. across the board retroactive to Aug. 1, 1969, 6% eff. Aug. 1, 1970; other improved benefits.
Canteen of Canada, Toronto, Brantford, St. Catharines and London, Ont.	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	275	3,300	3,300	Feb. 12 —	Wages, fringe benefits—
Public Administration						
LOCAL ADMINISTRATION						
Government of Newfoundland, St. John's, Nfld.	St. John's Nfld. Policemen Unorganized	174	350	350	Feb. 10 Feb. 12	Disciplinary suspension of 32 policemen—Return of policemen.

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During Fourth Quarter of 1969

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	Per Cent of Total
By Industry* and Age Group													
14-19	1	—	—	—	—	2	—	—	—	—	—	3	1.7
20-24	—	—	—	4	2	4	6	—	—	1	—	17	9.7
25-44	1	7	1	10	14	23	14	6	—	3	3	82	46.9
45-64	2	4	—	5	10	21	14	1	—	1	3	61	34.9
65 and over	1	2	—	3	1	2	—	2	1	—	—	12	6.8
TOTAL	5	13	1	22	27	52	34	9	1	5	6	175**	100.0
By Industry and Occupation†													
Farmers (a)	5	—	—	—	—	—	—	—	—	—	—	5	2.9
Loggers (b)	—	10	—	—	—	—	—	—	—	—	—	10	5.7
Fishermen (c)	—	—	1	—	—	—	—	—	—	—	—	1	0.6
Miners (d)	—	—	—	17	—	—	—	—	—	—	—	17	9.7
Craftsmen (e)	—	—	—	3	20	29	9	1	—	—	1	63	36.0
Labourers (f)	—	—	—	—	—	18	1	—	—	—	1	20	11.4
Transport (g)	—	1	—	—	4	2	22	2	—	1	1	33	18.8
Managerial	—	—	—	2	2	2	—	2	—	—	—	8	4.6
Professional (h)	—	1	—	—	—	1	2	1	—	2	—	7	4.0
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales	—	—	—	—	1	—	—	2	—	—	—	3	1.7
Service (i)	—	1	—	—	—	—	—	1	1	2	3	8	4.6
TOTAL	5	13	1	22	27	52	34	9	1	5	6	175**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	1	9	—	11	7	13	4	—	—	1	1	47	26.9
Falls and slips (k)	—	2	1	3	5	25	9	—	1	—	1	47	26.9
Collisions, derailments (l)	—	1	—	1	8	7	13	5	—	3	2	40	22.9
Caught in, on, between(m)	3	—	—	1	3	3	2	2	—	—	—	14	7.9
Inhalations (n)	—	—	—	3	2	—	4	—	—	—	1	10	5.7
Conflagrations (o)	—	—	—	2	—	2	—	1	—	—	—	5	2.9
Electric current (p)	—	—	—	—	—	2	—	—	—	—	—	2	1.1
Over-exertion (q)	—	—	—	1	1	—	1	—	—	—	—	3	1.7
Striking against (r)	—	—	—	—	1	—	—	—	—	—	—	1	0.6
Miscellaneous (s)	1	1	—	—	—	—	1	1	—	1	1	6	3.4
TOTAL	5	13	1	22	27	52	34	9	1	5	6	175**	100.0
PER CENT OF TOTAL	2.9	7.4	0.6	12.6	15.4	29.7	19.4	5.1	0.6	2.9	3.4	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

** Of these totals, 146 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 29 were obtained from other sources.

The Labour Gazette



Blacks were shocked when they were told that they actually hated themselves, but now recognize that they must arrest dehumanization and overcome self-hatred. Unless an expanded self-consciousness is developed on both sides, Blacks and Whites will continue indulging in their complacent psychological games. See "Games Blacks and Whites Play," by Jules Oliver, p. 400.



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Official Journal Canada Department of Labour

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News briefs

■ **A National Industrial Relations Film Library has been created by the Canada Department of Labour to answer a specific need: a central source of films relating to all aspects of industrial relations.** Topics include: productivity, executive training, safety, adapting to change, improving communication, motivation, employee selection, encouraging ideas and collective bargaining. The National Film Board, through its 23 distribution offices across Canada, will distribute these films for the Department. The development of the library is the result of some 18 months of consultation between labour and management organizations as well as the National Film Board and the Department.

Two examples illustrate the scope of the collection. Under the theme of adapting to change is a 26-minute colour film called "A Matter of Survival." It examines the insecurity created in a medium-sized Canadian business by the automation of the accounting section. It emphasized the personal nightmares of Jerry, the head of the unit, who sees not just his own job but the jobs of his entire staff rendered suddenly obsolete by the machinations of progress. Executives, on the other hand, can benefit from the "Effective Executive Series" that deals with specific areas, for example, "Managing Time," where improvement is possible by stimulating discussion.

All films are 16 mm sound motion pictures. There are 33 English and 12 French films with multiple prints and there are more than 100 single titles that can only be obtained from the Ottawa Library of the National Fil Board. Those interested may obtain descriptive listin of these films from the National Industrial Relatio Film Library, Canada Department of Labour, Ottaw 4. Listings for both French and English films are avai able. There is no rental fee.

■ **Terry Meagher, Executive Secretary of the Metr Toronto Labour Council since 1967, has been name Secretary Treasurer of the Ontario Federation of La bour.** He succeeds Douglas Hamilton who resigned fro the post after 13 years of service. Mr. Meagher wa born in Mulgrove, N.S., and moved to Toronto in 195 Before taking his post with the Labour Council, he wa business agent for Local 280, Beverage Dispensers an Bartenders' Union.

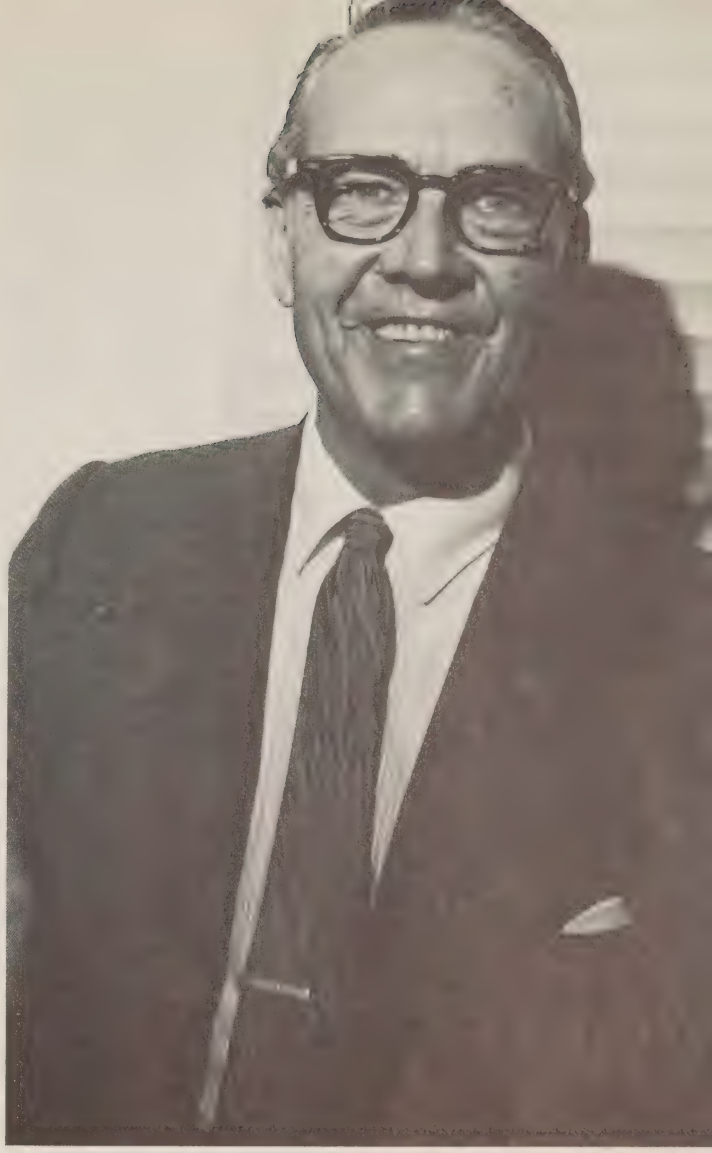
■ **House-building activity rose to new record levels i 1969, says Canadian Housing Statistics, an annual repor from the Central Mortgage and Housing Corporation** During the year, housing starts totalled 210,415 dwellin units, 6.9 per cent above the previous record of 196,87 units attained in 1968. Completions also increased t a record of 195,826 units from 170,993 units the yea before. Investment in new housing, at $3,370,000,00 was 18.6 per cent higher than in 1968. The rate o housing starts was at a peak early in the year but the declined. A record annual rate of 270,600 units in the first quarter fell dramatically to 182,600 by the fourth quarter.

■ **Howard Pammett, Assistant Director and Chief of he International Conferences and Aid Division, Interna- onal Labour Affairs Branch, Canada Department f Labour, has left the Department to devote his time writing and research work.** He will be associated with he federal and provincial archives at Peterborough,)nt., and plans to write a history of Victoria, Peter- orough and Haliburton counties. He has already con- ributed more than 90 articles to journals and newspa- ers on the history of the area.

Ir. Pammett joined the Department of Labour in 1942 fter 10 years of teaching. One of his early assignments the Department while he was in the Deputy Minister's ffice was to plan the relocation from the west coast f some 25,000 Japanese-Canadians. In 1950 he moved the International Labour Affairs Branch of the De- artment. He has represented Canada at many ILO, ECD and other international meetings in Europe dur- ng his tenure with the Branch.

■ **Another round has been won in the battle for equality f female workers with their male counterparts. In the greement reached between Local P1230 of the Canadian ood and Allied Workers and General Foods at Cobourg,)nt., men and women will receive equal pay for equal ork.** There is no base rate, and an employee is immedi- tely classified and slotted into a wage category. Within he year the lowest wage in the plant will be $3.35 an our for all employees. Thus, under the new 30-month ontract, which will terminate on March 31, 1972, the omen will receive an average increase of 80 cents an our as opposed to an average of 71 cents for male orkers. The actual wage increases for hourly-paid em- loyees range from 62 cents to 83 cents an hour. The age increases are to come in stages, with 25 cents an our effective immediately and retroactive to the Sep- mber 1969 termination date of the last contract.

■ **Québec Labour and Manpower Minister Maurice ellemare resigned his position in March and did not n in the April election.** He was succeeded by Jean ournoyer, the Minister for the Civil Service. Mr. Belle- are was later appointed chairman of the Provincial Vorkmen's Compensation Board. Mr. Bellemare, 57, as dean of the National Assembly and a former gov- nment House leader.



Howard Pammett

■ **About 8,000 employees at 14 Canadian General Electric plants in Ontario voted in March to accept a new two-year contract.** The men are members of the United Electrical, Radio and Machine Workers of America. The union had recommended that the company's final offer be rejected as it was not in line with other major settlements negotiated recently. Terms of the settlement include: a general wage increase of 25 cents an hour in the first year, retroactive to December 24, 1969, and 17 cents an hour in the second year of the contract; a cost of living bonus; and additional increases for skilled jobs.

■ **Districts 18 and 26 of the United Mine Workers of America have been accepted into affiliation with the Canadian Labour Congress.** The UMW application was approved by the Congress Executive Council meeting in Ottawa.

District 26 of the UMW is in eastern Canada and District 18 in western Canada. The combined membership is about 6,000. The UMW was at one time affiliated with the former Canadian Congress of Labour but left in 1955 (L. G. 1956, p. 22).

■ **Jean Beaudry of Montreal has been appointed Executive Vice-President of the Canadian Labour Congress.** Mr. Beaudry, 40, thus becomes one of the four top officers of the CLC. The appointment fills a vacancy left by Gérard Rancourt who died in January. The CLC executive council has appointed also William C. Y. McGregor as a General Vice-President of the CLC, to replace Arthur R. Gibbons who, in January, was appointed senior mediator with the federal Department of Labour.

Mr. Beaudry has been international representative with the United Steelworkers of America since 1954. In 1949 he was elected recording secretary of Steelworkers Local 4278.

Mr. McGregor, 51, has been international vice-president of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees since 1967. He has been active in his union and its predecessor, the Brotherhood of Express Employees, since 1945.

■ **The second world congress of the International Industrial Relations Association will be held at the International Labour Office in Geneva, September 1-4.** Topics for discussion include: the usefulness of manpower policies; workers' participation in management; industrial relations and industrial change; political systems and industrial relations; and the role and functions of industrial relations centres.

■ **A six-week-long dispute between Québec's interr and resident physicians and the Québec governmer ended in March.** The three-year contract gives the about 93 per cent of the Ontario scale. They were askir for 95 per cent. During the dispute, the interns an residents withheld night and weekend services from 5 Québec hospitals.

■ **The minimum wage in Manitoba will be raised t $1.50 an hour from $1.35 on October 1, Labour Minist A. R. Paulley announced in the Manitoba legislature c April 3.** For those under 18, the minimum will be raise to $1.35 an hour from $1.10. Inexperienced workers wi receive $1.35, instead of $1.20, in the first three month and $1.45, instead of $1.30, in the second three month After six months they must be paid the $1.50 minimun The changes will be effected by order in council; n action by the legislature will be required.

The Labour Minister said that the increase will affec about 30,000 to 35,000 workers in Manitoba, mostly i the restaurant, laundry, repair shop, hospital and gar ment industries. If applicable, the raise will also b reflected in additional money to municipalities for socia welfare, Health Minister Rene Toupin said in reply t a question in the legislature.

■ **Seasonal workers from the Caribbean are agai being admitted to Canada this summer to help Ontari farmers in growing, harvesting and canning fruits an vegetables, Manpower and Immigration Minister Alla J. MacEachen has announced.** This seasonal prograr has now been in effect each year since 1966 to overcom the shortages of Canadian workers at peak deman periods. The government-organized program applies t Jamaica, Barbados, Trinidad and Tobago. It is expecte that there will be a need for about the same numbe of seasonal workers as last summer when 1,449 Caribbe an workers came to Ontario.

The period began May 1 and extends to November 1 Workers may be employed for a minimum of six week or for the duration of the program. Employers pa return fare, provide accommodation, and pay a wag rate of $1.65 an hour—an increase of nine cents an hou over 1969. Since the cost of providing meals has in creased, workers may be charged $1.70 a day, an in crease of ten cents a day over 1969.

■ **Canada received 161,531 immigrants in 1969, the Department of Manpower and Immigration has announced.** This was a decrease of 22,443 or 12.2 per cent from 1968, but was 23.2 per cent above the average of immigration to Canada over the previous ten years, which was 131,142. Europe, Africa and Australia produced fewer immigrants than in 1968. Asia, the United States and Central and South America showed increases over the previous year. The 1969 movement added 74,349 persons to the labour force, of whom 29,449 were in the professional, technical or managerial category.

Labour relations around the world

■ **Caesar Chavez has led the United Farm Workers to a victory in the California grape workers dispute, now in its fourth year.** Three growers, representing about one-seventh of the table production in the Coachella Valley of California, have signed contracts with the union. Some 750 workers out of a total union membership of 22,000 are covered in the agreements, which were announced at a news conference at the headquarters of the Roman Catholic Archdiocese of Los Angeles. The most Rev. Joseph Connelly of Hartford, Conn., who headed an ad hoc committee of five bishops instrumental in fostering the negotiations, said that he was confident that "this breakthrough will serve as a pattern for others who wish to solve this prolonged dispute."

Under the contract, the workers will receive $1.75 an hour, plus a 25-cent bonus for each box picked; previously, they received $1.65 an hour and 15 cents a box. Growers will contribute 10 cents an hour to a union health and welfare fund and 2 cents a box to a union fund for farm workers too old to work. Workers will now be paid for jury and witness duty. The contract also prohibits the use by growers of six "hard" pesticides, including DDT.

■ **Retirement may yet become an obsolete word in the vocabulary of the Soviet Union. Soviet officials have embarked on a campaign to encourage retired workers to return to jobs and fill a labour shortage, estimated at 500,000 in the city of Moscow alone.** Meanwhile, Soviet physicians are also encouraging a return-to-work movement for somewhat different reasons: in Kiev, researchers at the Institute of Gerontology are backing the campaign on the grounds that it is more beneficial for people to work than to retire. Dr. Dmitri F. Chebotarev, himself a vigorous 61 and the head of the Institute of Gerontology, said in a meeting with foreign newsmen that his centre had found that continued employment was a vital factor in prolonging life. He said that people who retired often found nothing, felt superfluous in society, and died sooner than might have been expected.

Under Soviet law, men can retire at 60 and women at 55. In hazardous occupations, such as mining, the retirement ages are lower. Pensions are determined on the basis of salary and years of employment, with a maximum of 120 rubles ($142) a month, which is equivalent to the average pay for a full-time worker and by Soviet standards is quite generous. Now to woo pensioners back to the job, they are being offered their pension plus their salary up to a combined maximum of 300 rubles a month.



50 years ago

Machines were still being given more consideration th workers in Nova Scotia, immigrants were fleeing t prejudices they encountered in the United States, t era of the chain gang was drawing to a close, and work study showed that reduced hours for thinking jo helped the worker perform more effectively, the Ju 1920 Labour Gazette reported.

■ **Lip service was being paid to the aims of the No Scotia Accident Prevention Association, the factori inspector stated in his annual report.** He referred to fo large establishments that had appointed safety enginee and who had seemed to be in the vanguard of a gre humanitarian movement in industry. Some years late the situation could be viewed more pessimistically. On in one of the four plants was the safety engineer active engaged in his work and even in this case there we no signs of progress toward a safety-oriented plant. the others, good men had been appointed and the shunted to one side; their advice could be ignored b anyone who chose to do so; their authority and positio were mockeries. One of the men had resigned, sayin that he could not afford to waste his time where the was no real concern for safety by upper management.

■ **Women were aggressively pursuing their right When the annual convention of the Ontario Labou Educational Association was over, female delegates m to form their own organization.** The charter aimed a waking up the inert mass of women to the social an political questions affecting their interests. A theme sti common today was especially emphasized: "equal pa for equal work." Apart from considering their own situ ation, the women delegates stressed that there must b free and compulsory education, free text books an uniform methods of teaching in the public schools acros Canada. Any women's group willing to support the goal of the Federation could join by paying a nominal fe of 50 cents a member a year.

■ **Appalled at their reception by native Americans, nmigrants to the United States were returning home nd immigration had fallen to a negligible rate.** At the ational Conference on Immigration, held under the spices of the Inter-Racial Council, the blame for the xodus was put on those Americans who disparaged ie foreign-born mainly on "patriotic" grounds, and on ie opposition of native-born labour, as evidenced by ie bill being promoted by the American Federation Labor to bar all immigration for the next two years. epresenting thirty racial groups, and leaders in in-ustry, finance, agriculture, labour and education, con-rence delegates adopted a resolution that asked for ie abolition of the literacy test, as being "not only ithout merit, but a direct injury to the interests of ommerce, industry and agriculture." They also propos-l that a Federal Board of Assimilation be created with variety of purposes: to co-ordinate all existing govern-ent activities connected with immigration; to oversee ie distribution of newly arrived immigrants to their roper destinations; to help them obtain the employ-ent they were best suited for; to provide them with struction in English and in the history, customs and onstitution of the United States; to protect them from aud and exploitation; to make them feel welcome; nd to ensure the co-operation of the relevant federal, ate and municipal agencies with which new immi-ants came into contact.

■ **Often the innocent suffer during strikes that disrupt ssential public services. Fifty years ago in Denmark ction was taken to alleviate the situation.** A civic aid ociety was formed to place labour and materials at the sposal of authorities during serious work stoppages. eutral, non-political and beyond class considerations, ie society was composed both of active members—who orked for the authorities during emergencies—and assive members, who subscribed funds. The move-ent was not restricted to this Scandinavian country. France, for instance, the Union Civique performed similar function.

■ **"I've been working on the chain gang" was not the favourite song of the Committee on Prisons and Prison Labor in the United States.** The committee was waging a campaign to industrialize the prisons, to place prisoners in useful occupations that would yield marketable products, and to open the federal market to prison-made goods. Prisoners would receive pay at the union wage scale in the immediate vicinity of each prison. Backing the committee's recommendation was the American Federation of Labor.

■ **If your job required you to think, you were a good risk for reduced work hours.** If, on the other hand, you functioned as an "automatic worker," any reduction in your workday would see a proportional drop in your productivity. These were the results of a study done by the United States National Industrial Conference Board on hours of work in five major industries. Where intelligence was essential to the performance of the work, it was found that reduced hours helped to prevent fatigue and enabled the employee to function more effectively. But where the product was the result of a mechanical process, any reduction was apt to be unprofitable. In the cotton textile industry of the northern states, for instance, reduction of the workweek to 56 hours involved a proportional reduction of output.

Only 13 per cent of the employees questioned in the study said that shorter working hours had resulted in a noticeable decline in accidents. In fact, 85 per cent said there had been no decline, and the remaining 2 per cent reported a slight increase, which they attributed to the hiring of new men to make up for reduced production because of shorter hours.

Games blacks and whites play

by Jules Oliver

Jules Oliver was appointed Executive Director of the Black United Front of Nova Scotia in April, after having served as Chief Human Rights Officer for the Nova Scotia Human Rights Commission. Mr. Oliver, a native of Halifax, received an M.A. in social work from Acadia University in 1969. He was a management-labour consultant with the Manpower Consultative Service, Canada Department of Labour, in 1964, served as a consultant to the Company of Young Canadians during a Halifax research project, and worked as a community organizer in Halifax. He is a board member of the Black United Front of Nova Scotia and is a member of the co-ordinating committee of the National Council of Health and Welfare. Mr. Oliver has done research and been involved in sensitivity training in the area of race relations during the past three years.

Any review of the 60s will of necessity devote considerable attention to developments within the Civil Rights Movement in the United States and Canada. Social protest activity proliferated untamed, ranging from the non-violent, integrationist demands of Dr. Martin Luther King to the militant demands of Stokely Carmichael and members of the Black Panther Party. The quest for human dignity and Black awareness quickly prompted the renunciation of traditional concepts of integration and in some quarters appeared in the form of extrem nationalism. This radical position found its fullest e pression in the advocacy of "Soul Cities." On the who the decade was marked by dramatic swings in the foc of Black ghetto protest. While the legislative machine leisurely tackled the problems posed by segregatio street revolts erupted chaotically, allowing depriv Blacks to vent their emotions against police brutalit legal injustice, poor housing and unemployment. T third phase of the movement was geared to the transfo mation of prejudicial attitudes that have developed ov the centuries. It was a forthright attack on racism.

It is probably at this stage that the American Moveme took on universal significance, for Black and Whi people alike. Blacks were shocked when they were to that they actually hated themselves. Then they were to why and how this had happened. Blacks are now reco nizing that this manifestation of racism is the mo devastating of all. They have hurdled many of the ed cational and economic barriers, but they now recogni that they must arrest dehumanization and overcom self-hatred.

For centuries, black was associated with all that w negative and inferior: a white lie, for instance, was n as serious an offence as a black lie. The most degenera person in a family is the black sheep, not the whi sheep. You never hear of anyone being whiteballed whitemailed—you're blackmailed or blackballed.



reverse this situation, slogans such as "Black Is autiful" began to appear in the Black communities. encourage their own standard of beauty, young Black ople cultivated the Afro hair styles and developed ro-American apparel. These latest trends do not offer complete solution, of course; there is, however, much out Black awareness that is psychologically valid and sic to the emancipation of Black people. What is much re frustrating and painful, but just as necessary, is awareness by Whites of their own negative racist itudes—attitudes that have kept them from really derstanding the fundamental issues involved in the blem. For, unless an expanded self-consciousness is veloped on both sides, Blacks and Whites will contin- indulging in their complacent psychological games.

ychological games

cks and Whites must overcome many of the racial ngups that exist between them before anything pro- ctive can be achieved. As one White girl told me while ing part in a sensitivity training program for Black- ite groups: "We are all unnatural. We can't look at h other, or talk to each other without having some d of uncomfortable feelings." If you stop and think out this, you will realize that it is a powerful state- nt. Many of you have participated in discussions on race relations. And I'm sure you have said many times that people are very artificial when sharing their views on the matter. Yet, even when we discuss the artificiality of racial barriers, we end up sounding artificial.

Here are some of our specific hangups, the games we play, the bags, that Blacks and Whites get into all the time. One is a bag I'll call "You poor thing," or "it's so terrible." It is often played by White liberals, and it usually involves some expression of sympathy for Black people: "It's just shameful the way we've treated you. If I were in your shoes I'd be just as angry. I really would." The effect is really to place the Black person in an inferior position—a pitiable position. Also, in spite of the good intentions behind it, this kind of statement is another example of responding to the Black person as a category, rather than as a person.

Another bag I'll call "Out Blackie." This is the tendency for Blacks, especially when Whites are present and the Blacks don't know each other, to show what we Blacks would call "together with their blackness" by making increasingly militant statements. A kind of competition develops to see who can say the worst thing about whitey. This can be exciting and energizing; but it doesn't really help anyone overcome racial hangups. At best, it provides an opportunity for expressing anger. At worst, it permits a defiant posture that inhibits rather than facilitates real communication.

Sometimes you get a group of Blacks who are busy out-blacking each other together with a group of Whites who are saying "Kick me, I'm a liberal." In this particular setup, the Whites seem to thrive on being punished by the Blacks. The Blacks get to vent their anger, and the Whites get to work off some of their guilt. It's a beautiful system; but it doesn't get us anywhere. It doesn't change any attitudes or build respect or trust.

A very old bag is called, somewhat appropriately, "These things take time." But the important thing is not to spend a lot of time naming them, or describing them; rather it is to learn how we can move beyond them. Are there ways for Blacks and Whites to become real with each other, to encounter each other as human beings? Or are we doomed to playing games forever?

While serving with the Human Rights Commission, I've developed a program that consists, in part, of encounter tapes for Black-White groups. The tapes are designed to help the participants to get beyond their games and racial hangups, and to develop more honest communication—communication that includes negative feelings, as well as positive ones.

There are five to eleven two-hour sessions in the encounter tapes. At the beginning of each session, a biracial group of eight to 10 people—no more than two thirds of the group are of one race—listen to a tape recording. This provides them with instructions for conducting interpersonal exercises, thereby helping them to use the sessions to get to know one another as persons rather than as categories. Some of these exercises involve talking to each other and expressing honest feelings about each other; some are non-verbal.

Although one of the program's objectives is to encourage the group to advance beyond racial differences to the point where they view each other as people, that doesn't mean the group will gloss over differences and pretend that they're very much alike. That's another bag, another trap. All too often when Blacks and Whites get together, they really play what I'd call: "We're really just alike." This of course, impedes any real contact.

But we are different. Our skin-colour, our hair texture and our history in this country all attest to these differences. We believe the disparities are important and should be acknowledged, because really knowing a person as an individual must include appreciating the ways in which he is different from you. That's generally what



Jules Oliver with Halifax school principal J. W. Pyle

the encounter tapes are all about—developing can communication. But communication isn't enough. important and valuable for Blacks and Whites to to know each other in more honest ways, but it's sufficient. It's not sufficient for Whites to understa or Blacks to "Tell it like it is."

One of the most difficult things to do in this life is allow ourselves to know another person; to touch h deeply; to attain the kind of understanding that mal it possible to face whatever you find inside him—d couragement, loneliness, anger or pain. What is imp tant in enabling Blacks and Whites to really commu cate with each other is to risk the expression of negat feelings. There are several important ways that Bla and Whites get hung up when it comes to expressi negative feelings to each other.

ıe main problem used to be that most Blacks held ck negative feelings for fear—legitimate fear—of what ould happen to them if they were honest about the tent of their anger, pain and hatred. This is still a oblem for some Blacks today. But a more common oblem is that, although Blacks can and do express gative feelings, too often this is done in a generalized ay. "The White Man" and "The White System" are scussed. A beautiful job of dissecting and denouncing cism is done. But it's done in very general terms.

me of this is valuable. It's important for Whites to ar if they haven't heard it. But at some point it turns to a game, a ritual. **What's much more difficult for ost people is to express negative feelings to an individ-l person of the other race, and to talk about what at individual does to cause those feelings. On the other nd, some Whites tend to have problems expressing gative feelings toward Blacks.** They seem to be afraid at admitting some negative reaction to a Black person being a racist. As far as possible, they try to maintain polite, tolerant attitude toward all Blacks.

sking the expression of negative feelings is, therefore, e of the most important steps that Blacks and Whites n take toward improving communication between em. If real communication between Blacks and Whites going to be more than just another game, another g, it must bear fruit in action. I don't think Blacks n be asked any longer to speak to groups unless mething concrete is going to come out of it—some rther step towards racial justice. The day of plain man relations and understanding is past!

is doesn't mean that Blacks and Whites should orga-ze a ghetto clean-up campaign, or some other mean-gless gesture. Action today is not simple, and we recog-ze that. The point is that **any action, to be honest d to have some hope of effectiveness, has to spring m the real needs, feelings and values of the persons rrying it out. It has to be personal in that way, or e it becomes simply an empty gesture.** This doesn't ean that a group of Whites must indulge in that tmoded concept of plantation charity. The day of xes of clothing and food is past.

is fundamental to the whole problem of race relations at you look at your total system—the town or city at you belong to. Look at your business community d see how many Blacks are employed; look at your urches and see what kind of action, if any, they're king to attack social plights; look at your schools and what attitudes the students are developing, or not veloping; look at yourselves, your family, your com-unity and your clubs, to see what attitudes exist there.

I can assure you that, after having done so, you will find the real problem. One of an oppressed mental freedom, a narrow-mindedness, bigotry and in some cases real racial hatred. You will see that we are, in many cases, the evil we're seeking to overcome. Until you are prepared to become personally involved in eradicating the bigotry that exists, Blacks and Whites will never really communicate and understand each other.

Sensitivity training for teachers

Any teacher, and more particularly, one who is involved in a racially integrated setting, must be sincere. If he is not, his pupils will sense it. In a racially integrated situation, a teacher should be striving to enhance the pupils' self-concepts as well as their awareness of others. **The classroom environment should be conducive to the building of family and racial pride within those pupils who are representatives of minority groups and to those children who, despite their race, may be socially and economically oppressed.**

Similarly, the teacher who works within a non-integrated classroom situation should feel the significance of "awakening" the pupils to the fact that there are people of other races, colours and creeds who occupy the earth too. This feeling should motivate the teacher into con-



scientious action. To do otherwise is to perpetuate prejudice, discrimination and racism.

Although prejudice has important emotional and irrational components, it also has cognitive levels such as stereotypes, superstitions and misunderstandings based on misinformation. These may be strongly held, or lightly held, but, either way, such negative attitudes are destructive to human dignity.

The student may obtain stereotypes and misconceptions from many sources. Many school subjects such as history, geography, religious instruction, biology and others

As we have seen, a reconsideration of aims may b necessary here. Let us choose one particular subjec history. In the past, the purpose of history teaching i the schools has often been the encouragement of strong sense of national identity. If we now wish t depart from this purpose, then we may well raise th question: Why teach history at all to school children William Katz, a Black historian, has said, "If you believ that a man has no history worth mentioning, it's eas to assume that he has no humanity worth defending.

I was speaking recently to a racially integrated clas that was in constant conflict. Some of the White student were calling the Black students, "Niggers," "tar babies,



risk purveying prejudices or present their information in a way that may make the child more prone to stereotyped thinking. Teachers must therefore concern themselves with many school subjects and with diverse prejudices—ethnic, national, religious—to reduce their harmful potential, and they must learn to use curricular changes to promote international understanding. These two efforts—reducing the negative and increasing the positive—go hand in hand.

"Black clouds." In discussing the matter of name-calling with the students, one White student, 9 years old, blurted out, **"We're better than the coloured people." I asked him why he felt this way. He replied, "Coloured people have never done anything. Look at history; it has always been the White people that have made discoveries and inventions."** It's ironic that an individual attends the educational institution to become knowledgeable and yet can end up completely ignorant of the truth about his history.

Most people are genuinely astonished when they learn that Blacks sailed with Columbus. They're amazed when you tell them about Phillis Wheatley, who learned English as a slave in Boston and wrote poetry so successfully that Voltaire praised her and George Washington asked her to come to see him. They have never heard of Benjamin Banneker, a mathematician and surveyor who was appointed at the suggestion of Thomas Jefferson to the three-man Commission that planned and laid out the city of Washington.

There are many areas where the truth has been distorted or suppressed. The one area that never ceases to amaze me, is the role of the Black as an inventor.

safety to streets and highways, and the gas mask used by American troops in World War I; Elijah McCoy, in 1872, invented the drip cup that feeds oil to the moving parts of heavy machinery, and held more than 57 patents for other devices. Blacks are credited with inventing such diverse items as ice cream, the golf tee, potato chips, and the player piano.

What are some of the answers to the question, Why teach history?

History should provide examples of admired individuals whose lives could set a valuable example to children.



Most people have heard of George Washington Carver who devised scores of new uses for the lowly peanut. How many people have heard of Nobert Rillieux who, in 1846, invented a vacuum pan that revolutionized the sugar refining industry by speeding up the mechanical process and making the sugar smooth and white? Such men as Lewis Lattimer, inventor, who worked with Thomas Edison and Alexander Graham Bell, drew up the plans for Bell's first telephone; Garrett A. Morgan, in 1923, invented the automatic traffic light that brought

And by choosing examples from different areas we may hope to reduce prejudice. History should provide examples of occasions when false beliefs have been spread or encouraged by unscrupulous rulers to divert aggression from themselves—such as programs, and scapegoating generally. History can be used to teach children a broader time perspective. History can be used to show the idea of development of liberalism and tolerance. History teaching can be used to help the child develop a sense of identity and an identification with

a group that has a long-term existence. History as a discipline can be used to show the child how to distinguish between myths and facts, and help him to acquire a critical evaluation of reality. History can show the social developments of the common man, of workers and producers as distinct from the history of rulers and elites. History can be used to explain the origins of observed differences between nations and groups. By showing how such differences have arisen, the child is helped toward a relativism in values.

Does the school system offer, in its present curriculum, the kind of material that is conducive to developing racial understanding and acceptance? The answer is obvious: of course not.

It's time for the new generation of youth to avoid the ignorance, distortion and falsehoods of the past. Certainly Blacks should know about the contributions that Black individuals and Black groups have made. This is terribly important for our self-image and self-esteem. But it's perhaps even more important for Whites to know; for if nothing else will destroy most of the stereotypes and myths, history will.

But the introduction of a more multi-ethnic material is not enough to ensure greater racial understanding and acceptance among people. Let's not fool ourselves into thinking that the study of Black history and culture will eradicate all of the myths. That would be wishful thinking. I have spoken with many highly educated Whites in professions such as medicine, law, teaching and the ministry, who believe that Blacks are innately inferior—that the Black man is physically inferior, and that any reproduction of species between him and a member of another ethnic group, particularly the White race, would mean reducing the innate abilities that a child might normally have. It's appalling to think that such anachronistic thinking actually prevails in the minds of some people!

In this business, however, one must concern one's self not just with people who manifest a marked perversion in their development, but rather with every individual who, by the nature of his occupation, comes in constant contact with people of various ethnic groups. The teacher is an excellent example of this kind of person. Therefore, **it is necessary for teachers, particularly when they begin to implement multi-ethnic material in their classes, to have a full understanding of their own negative racial attitudes. What is needed also is an awareness of how these attitudes affect their behaviour.** Let me give you an example.



A few months ago I was called by a principal of a high school that is approximately 60 per cent White and 40 per cent Black. His concern was with the difficulty many of the teachers were having with some Black students. Through the course of the conversation it was learned that the so-called "bad coloured students" were involved in interracial dating—an activity that was condemned by some of the teachers. The teachers informed the students involved that this, "was not a good thing to do," and now they were concerned about why these students were showing hostility toward them.

Another example occurred in an elementary school where teachers would read the story, "Little Black Sambo" because the majority of the class—predominantly White—enjoyed the story. Again, the teachers questioned me about why the Black students would be hostile to them, and particularly to the White students who would call the Blacks "Sam." One teacher said, "It was all in fun."

Evidence of this nature compelled us to realize that a sensitivity training program on human and race relations for teachers was needed. The Human Rights Commission has developed such a program. **Its purpose is to develop more sensitivity on the part of teachers, to affect, in a positive manner, their inter-personal relationships among themselves; to help them to relate to students at the feeling level; and to enable the teachers to become more self-aware of their own attitudes toward people of different ethnic groups, and of how these attitudes can affect behaviour.**

Various types of equipment and techniques are used to sensitize teachers and create the kinds of learning experiences to enable them to be sensitive to the "world of the student." Such devices as video taping, tape recorders, films, role playing, and sensitivity exercises, all have specific purposes that enable the teacher to learn how to use himself more effectively in communicating with students. The program takes about 20 hours. Eight hours are spent dealing with the negative racial attitudes that exist in the group. In one of the training sessions, there were times when intense and sometimes highly emotionalized discussions on their attitudes toward Blacks occurred.

Role playing showed them how these attitudes could get them into conflict situations that they could not resolve in the classroom. For example, one of the issues discussed at length in training group sessions was the matter of interracial dating. If a White student believes in segregation of the races, what position will the teacher take if he condones the student's views, and teaches in integrated class? How does a teacher deal with



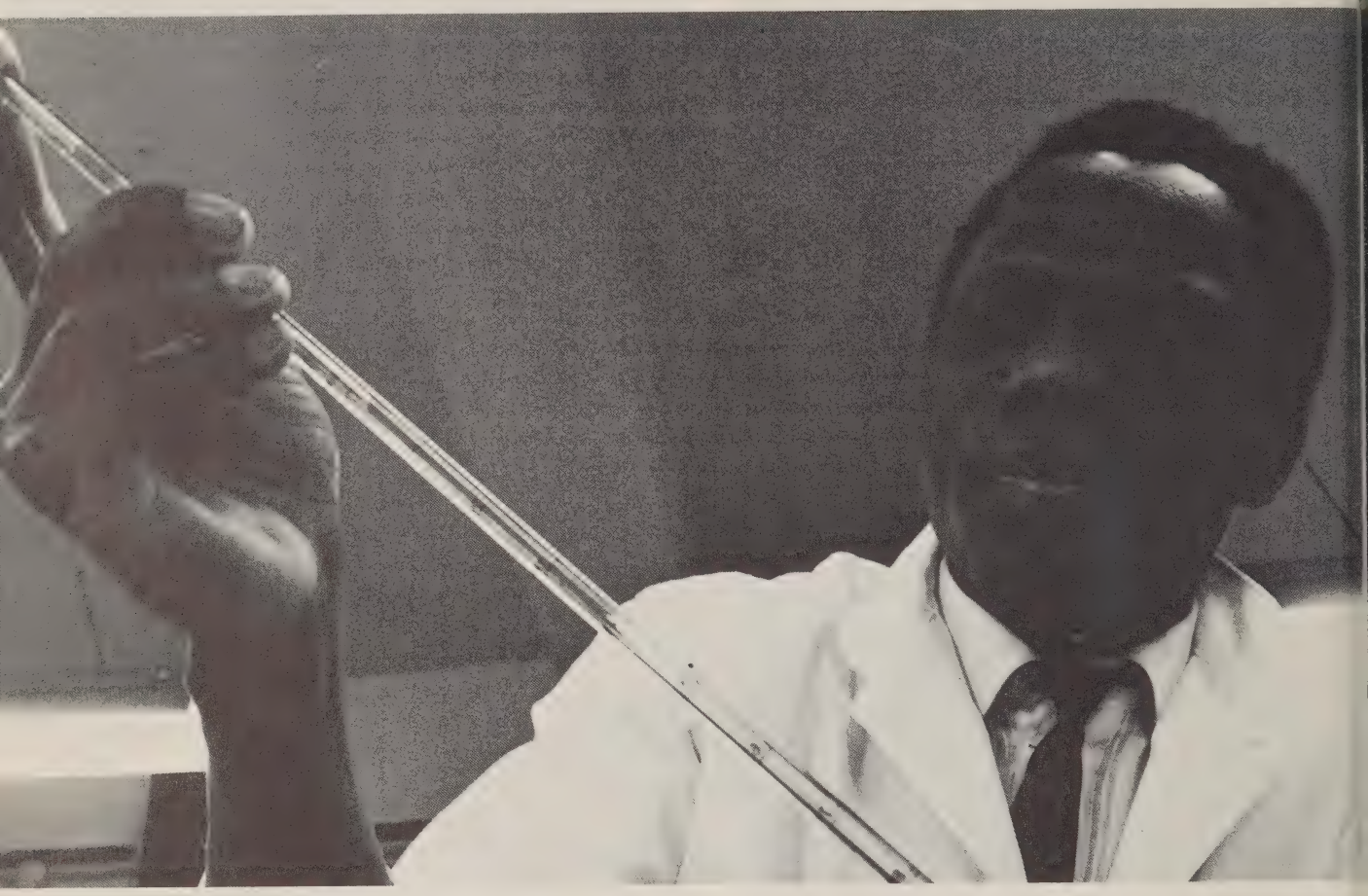
parents who come to the school protesting against the use of multi-ethnic material and the promoting of open discussion about race relations in class.

In role-playing these situations, the teachers found many conflicting feelings in themselves—feelings of wanting to reinforce parents' attitudes, but feelings of guilt at betraying the school's curriculum; conflicting feelings about the importance of teaching the material while not fully believing in it.

Through the whole program, teachers become aware of how their attitudes can affect their behaviour and the student. They become aware of how to pass on attitudes without realizing it. They begin to learn how to listen to, communicate with, and understand the student. They begin to learn how to use themselves effectively in resolving and preventing problems. A greater sharing among themselves of their innermost feelings about race relations and human understanding can result in a greater self-awareness, and a greater awareness about each other. In short, they begin to learn how to relate to students at the feeling level, rather than at a level that is smothered by a professional facade.

I think it is well understood that any approach to problem solving requires dedication on the part of those involved. **Dedication stems from a desire to see change—change that in some cases can prove painful. But the pain of change is the price we must expect to pay for any improvement in race relations.**

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



On race

There is no race, however defined, that is not capable of developing high civilization, even if it has not bothered to do so. This is more a matter of motivation than ability. Harsh or lush environments may inhibit any tendencies to elaborate civilization. Lack of easy communication or dense settlement prevents the diffusion of new techniques and ideas, the cumulation of which is the basis for civilization. Many of the so-called "lower races" of today are themselves the descendants of groups which produced high civilizations.

And the same was true of them as it is of us. It was not the qualities of the "race" that produced these advances, but the exertions of a few geniuses who crop up in all groups. When we speak of the great advances of the "white" race, what do we mean? We mean the cumulative efforts of a tiny handful of outstanding men and women on whom the dim multitudes are totally parasitical.

When was the last time you, gentle white reader, made a significant breakthrough in scientific or artistic advance? And if you did, how much of it was in fact attributable to the cumulative efforts of past generations?

—Robin Fox, Rutgers University.

A role in decision making

Collective bargaining in Canada must develop to permit effective participation in management by trade unionists, says L. H. Lorrain, Canadian Director and First International Vice-President of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Speaking to the Personnel Association of Toronto recently, Mr. Lorrain said that a more knowledgeable work force will, of necessity, have to participate fully and effectively in management decision making. Employees no longer will be content with the execution of decisions.

"In our system of participation by representation, unions are the only practical vehicle for such participation, which must be real, effective and complete, based on full access to information and not symbolic or manipulative." Direct participation in decision making at all levels "is seen by some authorities as inevitable and necessary if workers are to become really involved in the very institutions that play a crucial part in their lives," Mr. Lorrain said.

He pointed out that there is evidence of participation "of an indirect kind." The process of collective bargaining continues to broaden its scope, and collective agreements influence the conditions under which management is permitted to operate. The problems of technological change are an obvious area where workers must in future participate in the decision making process. "It is a sad commentary on the stage of collective bargaining in Canada that the Freedman Report (L. G. 1966, p. 4) has been allowed to gather dust since it was issued more than four years ago," the union leader said.

He pointed to the paradox of the evolution of the long-term agreement coinciding with the growing importance of technological change. "The long-term agreement has afforded management the benefit of labour peace and predictable labour costs. The union and employees, meanwhile, are confronted with unpredictable changes affecting job security and conditions of employment. Their agreement is defined in terms of a rigid legal framework based on the law of contracts that makes legal collective action, or reaction, impossible," Mr. Lorrain observed.

He said that rapidly changing technology that requires continuous training for new jobs must be accompanied by a rethinking of the conventional distinction between "employed" and "unemployed" workers. Workers will have to be assured a permanent, guaranteed income "based on the simple principle that, whether one spends 25 per cent of one's time or 100 per cent of one's time in learning, the end result is of benefit to the general economic and social community."

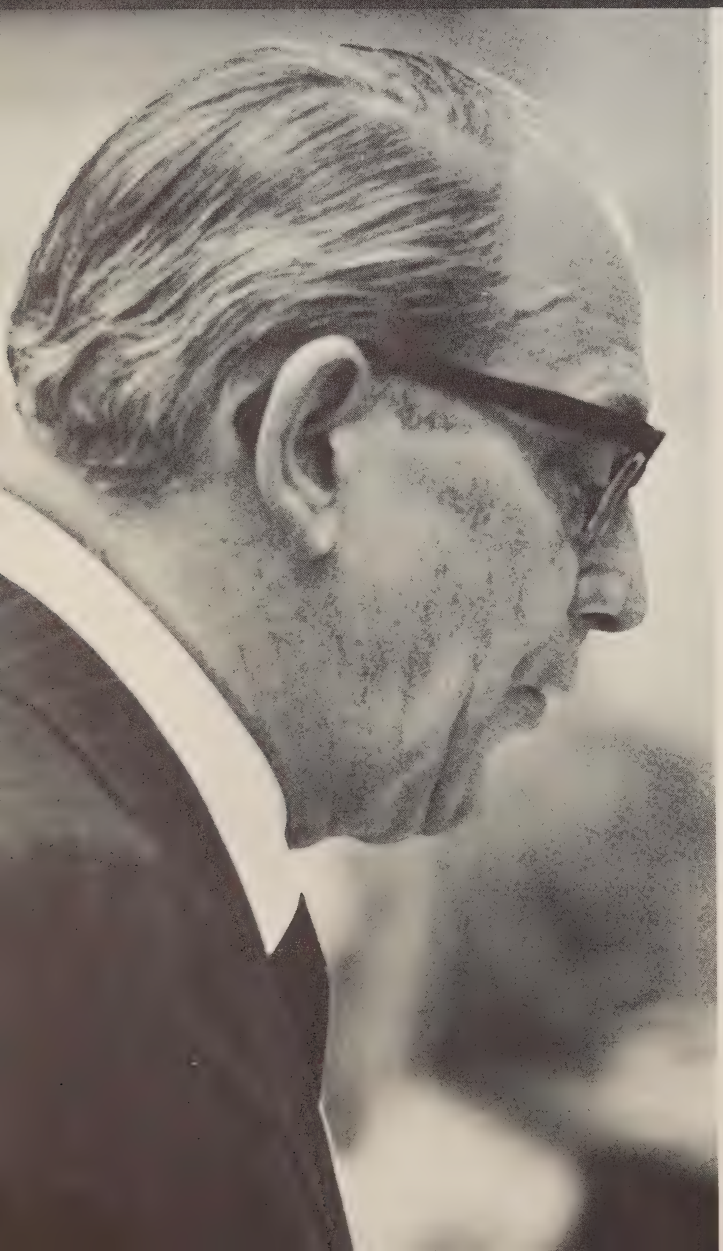
Mr. Lorrain noted also two major trends in collective bargaining that seem to be at odds with one another. There is a general tendency toward centralized or sector bargaining, where contracts cross company lines and involve all companies in an industry in a region or province in one wage contract with a union or group of unions, he said. He cited as an example the Standard Labour Agreement in the pulp and paper industry in British Columbia.

Governments, he said, including the present federal Government, welcomed this trend because it enabled them to more easily predict and gauge the effects of wage settlements on the Canadian economy. It also provided governments, through instruments such as the Prices and Incomes Commission, with an entry into the actual determination of wage increases, Mr. Lorrain said. He stressed that, although central labour agreements are bound to become more common, the power of local unions would not be diffused or limited.

"Organized labour's strength and vitality is founded in the work place, in the realities and problems of the work situation," Mr. Lorrain said. And he noted the interest and emphasis in several Western European countries in establishing a "union presence" at the plant or establishment level. He sees central agreements, in the future, covering basic items such as wages, while local working conditions would continue to be negotiated on an individual plant or company basis.

Running counter to this centralized trend, however, was the emergence of the multi-national corporation or conglomerate, he said. The trend would lead, he suggested, to a bargaining strategy based on the firm as opposed to an economic region, and would limit any influence government might try to exert in establishing wage guidelines.

Briefs to the Government



Give us a piece of the action

The likelihood of a recession has become Canada's number one economic problem, and continued pursuit of the Government's prices and incomes policy will make it ever more acute, the Canadian Labour Congress said in its annual brief to the federal Government in March. Not only was the program of the Prices and Incomes Commission ineffective and likely to introduce serious inequities, but it could have serious detrimental effects in future months.

"We are deeply concerned with the kind of policies that your Government is pursuing for the purpose of combatting inflation," the brief said. "We are fearful that these policies, that were put into effect last year, will aggravate and prolong the unemployment problem this year and beyond, and at the same time have only a negligible effect on the overall price problem in Canada." Because of the considerable time lags inherent in these policies "there is already a built-in demand restraint in the economy which cannot be revoked," the CLC continued. "The full impact of these policies on output and employment will be felt in the months to come. Any additional demand restraint would only exacerbate the unemployment problem. At the same time, the present degree of restraint will soon have an appreciable dampening effect on the rate of wage increases, as is always the case under recessionary conditions."

Donald MacDonald

The CLC said that the Prime Minister has expressed an intention to allow unemployment to rise if this was considered necessary to curb inflation. **"We are concerned that your Government seems to be indifferent to the human, as well as the economic, costs of rising unemployment.** The prospect of hundreds of thousands of unemployed people in this country, as well as the considerable loss of output of goods and services, cannot be regarded lightly. We are equally disturbed that to date little has been done about structural unemployment problems in various regions of the country, problems which persist especially in the Atlantic provinces and in many parts of the Province of Québec."

As for the Prices and Incomes Commission, the CLC made it clear that recently held conferences, sponsored by the Commission, had served only to confirm organized labour's worst fears. At the outset the Commission, disregarding the terms of reference that called for a full investigation of the causes of inflation, jumped to the conclusion that voluntary guidelines were the solution. This approach had been proved unworkable in other countries and had already been rejected by the Economic Council of Canada after careful study. One of the most serious weaknesses was that guidelines were extremely inequitable because they could not be made to apply to all forms of income.

The CLC said that consumers could find little hope for protection in the price review method proposed by the Commission. It would apply only in selected instances, and then in secret. **Effective price control could be implemented only by "a huge government bureaucracy that would be politically unacceptable except under wartime conditions, as well as physically impossible to set up in time to monitor a broad range of price increases in 1970."**

The inflationary conditions that had been felt in Canada, and which now appeared to be subsiding, were attributed almost wholly to circumstances in the United States that affected the Canadian economy, and to "unwise fiscal and monetary policies in both countries." Private parties were not responsible for creating an inflationary environment, rather, they responded to it.

"Wage settlements are highly sensitive to general economic conditions, whether those conditions are inflationary or deflationary. An examination of trends in collective agreements indicates that wage settlements tend to be lower in a recession and higher in an expanding economy. The same applies to profits.

"Two recent Supreme Court of Canada decisions are bound to have a profound effect on trade unions, and beyond them on labour-management relations generally," the CLC noted. "The so-called Murdochville decision not only exposes unions to suits for damages; it makes them the prey of the employer-hired agent provocateur. Even more important, it opens a new breach between the employer and the trade union by substituting litigation for other means of dispute settlement. The so-called 'Metropolitan Life Insurance decision' has placed in jeopardy long-standing and well-functioning procedures of labour relations boards, and has raised serious issues as to the right of association and of the right of unions to admit applicants. We do not believe for a moment that the Metropolitan Life Insurance Company was motivated by a devotion to due process. Quite the contrary, we consider this decision the outcome of anti-union animus. Be that as it may, we express the hope that your government will use its resources to encourage and foster voluntarism in collective bargaining and labour-management relations generally."

Money spent for the development and production of newer and deadlier weapons of war should be put to better use by increasing Canada's aid to developing countries, the CLC suggested. "Any program for external aid that provides less than one per cent of our gross national product for that purpose fails to recognize the situation."

Trudeau Benson Mackasey



The CLC commended the Government for holding a national tripartite conference in Ottawa on the occasion of the fiftieth anniversary of the International Labour Organization, and expressed satisfaction with recent developments in the Voluntary Agencies Program of the Canadian International Development Agency to whom it offered its continued support and co-operation.

Information gathered by the Government under the Corporations and Labour Unions Returns Act is unreliable and misleading and is being used to convey a false impression of international unions, the brief charged. The CLC sharply attacked editorializing in a recent government report that published information gathered under the Act and asked that the Act be rescinded or at least amended. "The data published are being used to attack international trade unions by those who have an interest in doing so, even though an examination of the legislation and of the annual reports makes it clear that the statistics are not reliable."

The government's White Paper on taxation falls considerably short of the country's needs and proposes measures that could result in serious inequities, the brief said. The Congress said it had endorsed the general principles of the Carter Report (L. G. 1967, p. 349), which recognized that too many people had been able to acquire various forms of income that had not been taxed on the same basis as wages and salaries. The more recent White Paper "stopped far short of recommending what we believe should have been a drastic reform in Canadian taxation."

An increasing number of Canadian families are being forced to allocate dangerously high proportions of their income to rent, the CLC said. An estimate placed the number of additional housing units needed by 1979 at 2,500,000—an increase of 1,000,000 over those built in the 1960s. **While housing starts in 1969 reached the 200,000 mark for the first time, the fact remained that "tens of thousands of Canadians who were badly housed a year ago are still badly housed today."**

Increased support for both the National Film Board and the Canadian Broadcasting Corporation was urged in the brief. The CLC expressed support also for the Canadian Radio-Television Commission in its proposals to strengthen Canadian content of broadcasting, and it urged government backing of the Commission's stand.



Trudeau Dodge MacDonald

Canada's system of social legislation is far from complete, the CLC told the Government. Emphasis was placed on the need for a guaranteed income that would assure every Canadian of a place above the poverty level. There was endorsation for the Medical Care Act, but the CLC said it fell short in some respects. There was particular criticism of Ontario's being allowed to include commercial carriers as medicare agencies. The Government was commended for improving the pensions of federal government superannuates and was urged to apply a cost of living escalation clause to all pension schemes in its jurisdiction.

Government's reply

In his reply, Prime Minister Trudeau called inflation the Government's number one problem. He stated flatly that there is no fear that labour can't get what it deserves, and he noted that labour's share of the national income had gone up about 20 per cent in the last 20 years while the percentage of profits had decreased by 25 per cent. The Government is not trying to negate this trend but it does have short-term problems to look after that must be tackled immediately. **He charged that the CLC had failed to offer any positive alternatives, that it had contributed nothing to the solution of the problem.**

Finance Minister Benson said that governments should try to avoid boom or bust situations. The Government had tried to prevent the full effect of the present monetary and fiscal policies from falling on underdeveloped areas by grants to these areas. In the present budget there is an easing of fiscal restraints to give a smaller surplus, more money for such vital areas as housing, farming and regional development. He emphasized that the Government doesn't like using a "big stick" and would welcome co-operation by business and labour to allow the situation to be controlled faster and more easily.

Labour Minister Mackasey said that the CLC must help the Government when unpopular legislation has to be introduced. If labour wants management to be compelled to live up to its moral obligations, then labour must live up to its own obligations. The unions must also adjust to changes, for instance, the necessary reduction of the adversary concept in industrial relations.

Manpower and Immigration Minister MacEachen informed the CLC that he was aware of the need for more services for workers, especially in the field of employment security. He noted that his Department had retrained about 300,000 individuals in the last year, resulting in better employment for these people and more money for the rest of the country.

You can't tell people to wait until the Viet Nam war is over, or some such platitude, before action will be taken to stop inflation. Action is needed now, said Consumer and Corporate Affairs Minister Basford. Some have been critical of the Prices and Incomes Commission for its activity, he said. "I'm glad," said Mr. Basford. It shows that the Commission is doing what it was supposed to do. It will supply background research for the next round of inflation, but is taking the action that is necessary now."

Mr. MacDonald had some comments to make on the Government's remarks. He reiterated that the CLC rejected the idea of voluntary restraints. He placed the blame for inflation on the present Government and its predecessor, and denounced the Trudeau Government for over-reacting to the situation and for making it worse.

Deplorable and intolerable

The Canadian Railway Labour Association also presented a brief rejecting the federal Government's economic policy. The five assembled Cabinet ministers were told that the association rejected "vigorously the simplistic solutions to the economic problems of this country as characterized by a policy of voluntary restraints." The CRLA added that the Government's emphasis on price stability could effectively end free collective bargaining and "impose upon the unions the status quo in the distribution of income." The effects of Government economic policy on the rate of unemployment were similarly denigrated: "The unemployment rate has continued at an intolerably high level for many years now and apparently the Government feels that the political price to pay for such rates is not too high. We consider the Government's record in this area as deplorable and request that immediate steps be taken to ensure that the level is reduced considerably by a softening of its monetary and fiscal policies."

Taking the White Paper on Tax Reform to task for its "piecemeal approach" to taxation reform, the brief recommended that income tax exemptions be raised to $2,000 and $4,000 for single and married employees, that any allowance for employment expenses be sufficient to cover all the expenses involved, and that the capital gains tax on publicly-held shares be at a rate equal to that of income tax rates. The CRLA rapped the Government for the proposed 50 per cent ceiling on income tax payments, saying that this move seemed to defeat the impact and effectiveness of a capital gains tax.

Under the heading of industrial relations, the CRLA again made reference to the Freedman Commission (L.G. 1966, p. 4). The brief noted that **the proposals "would prevent management from introducing changes which would materially affect the working conditions in existence, during the closed period of a collective agree-**

ment, without mutual consent of the unions. This would, in fact, ensure that the intent of the collective agreement when signed, would be complied with at least until the end of the contract." The CRLA recommended that Subsection 2 of Section 22 of the Industrial Relations Investigation Act be amended in line with Mr. Justice Freedman's proposals.

In the section on picketing, the brief emphasized that the CRLA does not believe that injunctions should be granted ex parte. "Notice could and should be given to the party against whom an injunction is being sought and such injunctions should not be granted on affidavit evidence." The CRLA took a firm stand on national transportation policy. It attacked downgrading of passenger service by the railways to secure abandonment of the service or the 80 per cent Government subsidy. It requested that, where possible, Canadian products continue to be shipped on Canadian railways. It asked that financial help be forthcoming for the Canadian shipbuilding industry, and it urged that tolls on the St. Lawrence Seaway be raised for ships other than Canadian and American ones. Greater protection at level crossings was urged, with appropriate changes in the Railway Act to ensure action.

Welcoming the introduction of Medicare, the brief urged the federal Government to stimulate "the growth of co-operative health clinics similar to those established in Ontario and Saskatchewan." These centres provide comprehensive preventive and diagnostic services at reasonable cost.

Among six recommendations on housing, the CRLA called for the establishment of a Department of Housing and Urban Affairs with a full-time minister to "provide continuing research into housing needs and . . . (to) weigh both the economic and social costs and benefits of public housing projects for low-income families."

Finally, urging a guaranteed annual income, the brief exhorted the Government **"to provide retired employees with, at the very minimum, incomes to bring them up to the poverty line,"** as suggested by the Economic Council—$1,800 a year for single persons, and higher incomes for married pensioners.

Government's reply to the CRLA

As chairman of the cabinet members in attendance Bryce Mackasey made the first reply for the Government. He stated firmly that, as Minister of Labour he wouldn't want to be part of a Government that deliberately set out to create unemployment. **Unemployment, he said, has been an unavoidable by-product of fiscal and monetary policy—one of the few tools open to the federal Government, especially with the lack of control over professionals and the absence of co-operation from the provinces.** Labour can help reduce the need for fiscal and monetary policy by agreeing to co-operate, he said.

Transport Minister Don Jamieson confined his remarks to the section in the brief on national transportation policy. He noted that where abandonment of passenger service was being considered, the Canadian Transport Commission had agreed to hold public hearings, and said he would make certain that any charges of downgrading service were also thoroughly examined by the CTC. Although the Minister stated that passenger service throughout the world was on the decline, he acknowledged his own doubts about writing off railway transportation, and said that he had asked his own Department to advise him on the feasibility of a transportation development agency to research the problem. Commenting on other recommendations of the brief, he declared his belief that Canadian goods should travel on Canadian transportation whenever possible. He admitted that problems exist in the Canadian shipbuilding industry but he explained that much of the present attrition was caused by an excess number of shipyards and a need for modernization. He agreed that it was possible to have a Canadian flag marine without using Canadian ships.

Finance Minister Edgar Benson stated that the federal Government still considered inflation the number one problem in Canada. He added that **inflation is the fault of all—government, management, labour and the individual. Government must take action, the available methods being first to reduce government expenditures without reducing spending in priority areas, and then to formulate monetary and fiscal policies.** These policies are tough, he admitted, and some people will be hurt, but if action is not taken to control inflation immediately these same people will be hurt still more. The Prices and Incomes Commission is not intended to be a "cure-all," but the Government had hoped to see it effect agreements with business and labour to help the economy ease through the period. The Government is not trying to encourage unemployment nor to prevent the shift of income to the workers. It is simply asking Government, labour and management to be modest in their demands during this period.

Robert Andras, the Minister responsible for housing, welcomed the emphasis on housing problems in the brief. He stated that the present housing crisis is one of selectivity—not enough housing for the lower income groups. Mr. Andras emphasized that research into both housing needs and housing environment were continuing. The CMHA has poured increasingly more funds into public housing, but there is still much to be done. The Minister said that he hoped that there would be an announcement on new developments in rent-to-income housing soon.

Retired employees

At the end of the presentation of the main brief by the CRLA, the Retired Employees' Association read its own brief to focus attention on the plight of retired railway employees. The Association attacked the proposed income tax exemptions in the Benson White Paper as "unfair," and asked that a single person be granted an exemption of at least $2,000 and a married person at least $3,000. The results, they predicted, would be "greater spending by low-income citizens who will use the money gained through tax relief to improve their standard of living. This, in turn, would provide employment, and most of the money would flow back into the economy."

On old age security, the brief pointed out that the "time is past due for a substantial increase in old age security benefits. The 4 per cent increase in benefits falls far short of meeting the 25 per cent increase in the cost of living. We also say that the old age security benefits should be tied directly to the cost of living index to be increased or decreased each six months by the same percentage change in that index. A further step that should be taken at once to improve the position of those who have little or no income beyond old age security benefits is to extend the benefits of the Guaranteed Income Supplement so that single persons with a taxable income of less that $3,000 may qualify. **"In making this proposal, we seek to help those who need help now, those who did not have the opportunity to build for the future as workers now do through a combination of private pension plans, Canada Pension Plan and Old Age Security . . ."**

Referring to the Act of Parliament known as the Intercolonial and Prince Edward Island Railways Employees' Provident Fund Act, the brief said that the ICR pension died with the pensioner and that there was no provision for a widow or dependent survivor allowance. The brief asked that the Act be amended or some other action be taken to ensure that the widows would be paid 50 per cent of the allowance received by their husbands after being retired.

It further recommended that the ICR plan be reviewed and action taken to increase the allowances being paid at this time, and in the future, to bring them into line with the pensions being paid to retired employees of the Canadian National Railways. "We would add that in a few years all the employees of the ICR (Canadian Government railways) will be under the CNR Plan, and the ICR Plan will pass out of existence."

A review of the CNTU brief to the Government will be published in the June issue of La Gazette du Travail. Owing to missed deadlines, it will not appear in The Labour Gazette until August.

Human problems in Canada's North

by Terry Pearce

What programs does Canada have for the future employment of the young in Canada's north? This is one of the important questions asked by Denmark's Dr. Jorgin Boggild, who toured parts of northern Canada and Alaska last summer on a trip sponsored by the World Health Organization. The health and development problems facing the Eskimos and Indians in the vast circumpolar region from western Alaska to eastern Greenland are in some ways similar, but different methods are used by the United States, Canada and Denmark to overcome these problems. For this reason, Dr. Boggild, who has spent the last 15 years working in Greenland, made the trip to find out just what the differences are, and whether the methods used in one country could be passed on to the benefit of the others. He visited a number of settlements in the Mackenzie Delta, the Yukon and Alaska.



Greenland, he said, should adopt Canada's water supply and fluoridation systems. Having seen how the people of the Mackenzie Delta thrive on delta water,



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despite the fact that it sometimes comes out of the taps the colour of tea, he said, "I'm sure that our Eskimos could do just as well without the expensive water filtration plants that we have in Greenland." Dr. Boggild thinks also that Greenland could follow the example of Canada's air transport system in the north by using the many versatile types of fixed-wing aircraft instead of the huge, costly helicopters that provide a shuttle service between the settlements.

What can Canada learn from Greenland's experience? As Dr. Boggild sees it, Canada's major problems in the north are human ones. In this respect, Denmark—which owns Greenland—has had a long tradition of close association with the Greenland Eskimos. Their education and administration programs have been going a lot longer than Canada's, and practically all of the Greenlanders—Eskimos and Danes—are educated for at least two years in the towns and villages of Denmark. The children attend mixed schools all over Denmark and live with Danish families. This serves the dual purpose of higher education and orientation into modern European society.

"In northern Canada," Dr. Boggild pointed out, "you have very good schools to equip the children with an education suited to southern living—and then you send them back to the settlements. For what? You also have an excellent health service, the best I have seen, but so expensive." Canada could, he believes, manage just as well with smaller and far less costly nursing stations—total cost $250,000 each—in the small settlements. "If you were for instance, to cut the cost of the nursing stations by half they would be quite adequate. I wonder how many houses you could build with the extra cash, and what would be the effect on the health of some of the Eskimo people with better and more sanitary housing conditions?" he asked. **But the main problem, according to Dr. Boggild, is the future employment of the young people.** Do you have any program for the future of the people in the north? was a question he asked on his northern tour but no one was able to give him an answer.

With the population explosion in the Northwest Territories—the Eskimo people have a higher birth rate than any other ethnic group in Canada—some of the people will have to migrate south to the towns and cities if they are going to have full-time employment. And it seems that orientation into Canadian society in the south is a very necessary and important part of the education







process that has to be completed during the formative years of a child's life. **Introducing the native people of the north into industry in the south after they have reached maturity does not work. It has been tried a number of times, sometimes with disastrous, and nearly always with negative results.** For the younger people, adaptation to new environments is easier, but academic education is not enough.

What does Denmark have as a solution for the population explosion of the pople in Greenland? According to Dr. Boggild, their main industry is fishing. Over the last few years, they have built up their fishing fleets at the coastal settlements, and the fleets now employ a large percentage of the working population. In the southern part of the island, there is some sheep-herding, and in the north, there are a few traditional hunters and fur trappers. The rest of the surplus population migrate and assimilate of their own accord into Denmark.

The two main arguments against moving children in the Northwest Territories for education and orientation in the south are the financial cost to the Government and the long period of absence from their families. **But when you consider that, already, children, from at least Grade 7 on, leave their homes and are air-lifted hundreds of miles to centres like Inuvik and Churchill for 10 months of the year, what would be the difference between education in the north and in the small towns of the south?**

As for the attitude of the children, there is no doubt that they are keen to get out for a chance to see what the rest of Canada is like, and it is enlightening to hear their comments when they leave the settlements to go to Inuvik. Last fall, one of the buses taking school children from the airport to the townsite was loaded with children who had left their home settlements for the first time. The bus came into Inuvik, and the children became more and more excited as they saw the rows of brightly painted, box-like houses and other buildings, the big town! Population 4,000! Finally the bus turned the corner and the school and student hostel came into view. "Gee, just look at the school," exclaimed one of the Eskimo girls. "Oh I dig the hostel. Boy I'll never want to go back to Cambridge Bay after this! Not for a million bucks."

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Barriers to a fair appraisal

The employment problems of middle-aged and older workers may, in some cases, become apparent on the job through falling productivity. They more often become evident, however, when those workers have to seek new jobs or transfer to new occupations requiring training. These problems are due in some cases to technological and economic change, and to the fact that many younger people have had longer and more recent periods of education and training, says a report of the Manpower and Social Affairs Committee on Policies for the Employment of Older Workers of the Organization of Economic Co-operation and Development.

The committee's conclusions suggest that the preference for younger persons and the views held by some employers concerning older workers as a class, constitute barriers to a fair appraisal of their personal competence and potentialities. The prevalence of formal or informal age limits in hiring and job placements were considered evidence of these attitudes.

According to the report, discrimination against older persons sometimes stems from institutional rules, such as personnel practices favouring internal promotion, or insurance plans. It may be reinforced by the failure of hiring officers to ascertain the individual's abilities or qualifications, or the inadequacy of existing tests of personal capacity or performance. Limited knowledge by some managements of special techniques of job redesign and training methods for older workers may tend to support resistance to their employment.

Sometimes individual older persons reduce the possibilities for their own adaptation by resisting retraining. Others, willing to undertake such preparation, find the facilities inadequate and conditions and methods ill-adapted to their needs. The costs and special personnel factors involved in the movement discourage some older workers from making transfers to new jobs. In common with other workers, individual older workers often lack knowledge of vacancies and don't know how to look for a job. Personal adjustment problems make re-absorption into employment difficult for some workers.

The committee proposes that its member countries should consider measures seeking to prevent older workers from being forced into unemployment, less remunerative employment and premature retirement; and to extend opportunities for their productive employment. The report goes on to suggest that general programs for health, education and vocational training should be available to workers of all ages to promote mental and physical adaptability to changing job requirements and social needs. It points out that some older workers have significant social and psychological problems that call for special vocational rehabilitative services. Another measure suggested is for special advisory management services on job redesign, arrangements of work schedules, training methods for older workers, and procedures for overcoming institutional and other barriers.

Training methods employed in public and private establishments should be specifically adapted to the learning needs of older persons, according to the committee's findings. The report explains that preparatory general education may be acquired by individuals prior to occupational training. Such training should be carried out under conditions providing personal security in an environment that minimizes distractions. The use of special materials should permit learning through controlled experience participation and discovery in a series of problem-solving tasks. Instruction, states the report, should be brief and easily comprehensible and the program should allow time for consolidation of what has been learned. Where jobs are not immediately available, current experiments point to the value of multi-occupational training.

The committee considers that **employers should be discouraged by appropriate means from imposing general maximum age limits in engaging new employees. One means suggested was that a special educational program be carried on, particularly among employers, to persuade them to consider older applicants on their individual merit.** It also suggests that individual enterprises should promote the continued utilization of their older employees through personnel policies that minimize redundancy by internal job transfers, job redesign and training techniques especially adapted for older workers. Institutional policies and insurance regulations that limit the employment of older workers might be modified without impairing the value of those benefits to all employees.

In its conclusions, the committee recommends the encouragement of research into the capacities, performance and methods of extending the productive employment of older workers; and that the findings of such research be presented in forms easily understood at the implementing level.

Provisions in major collective agreements—1969

Part I

This study is based on a survey of 85 selected contractual provisions in 301 collective agreements in the manufacturing sector across Canada, on file with the Economics and Research Branch of the Canada Department of Labour. The agreements cover 414,784 workers in industries with 500 and more employees and the agreements were in effect at January 1, 1969. About 79 per cent were scheduled to remain in effect in 1970 or later. The complete study with tabular data is available from the Department's Collective Bargaining Division, Economics and Research Branch. Part II will be published in the July issue of The Labour Gazette.

Term of agreement

When compared with previous studies, the trend to long-term agreements was found to be fairly persistent. The duration of the majority of agreements in the survey was 33 months and longer. By contrast, the incidence of short-term agreements was found to be very low. The study showed that 46 per cent of the agreements, covering 59 per cent of employees, were scheduled to remain in effect for a period of 33 months and longer. Another 39 per cent of the agreements, covering 26 per cent of employees, had a duration of 21-26 months. Only 3 per cent of the agreements, covering 2 per cent of employees, had a term of less than 15 months.

Union security

A majority of employers and unions have negotiated some form of union security clause. A primary function of membership clauses is to assure the union's status in the covering plant. Of the collective bargaining agreements surveyed, 65 per cent, covering 69 per cent employees, provided for some form of membership in the union as a condition of employment. The range of choice ran from the closed shop through to the union shop with its modifications and maintenance of membership. The heaviest concentration of membership clauses was in union shop. The closed shop accounted for 8 per cent of the agreements, 9 per cent of employees. Agreements in this category prescribe that only union members will be hired. The straight union shop provision was found in 27 per cent of the agreements with substantially the same distribution for workers covered in the survey.

The modified union shop, as the term implies, is a common variant of the union shop. The survey showed that 23 per cent of the agreements, 27 per cent employees, had this type of provision. An important feature of such provisions is that employees who are not members of the union at the time the agreement is signed are not obligated to join the union. Those who are or who become members of the union, however, must maintain their membership as a condition of employment. New employees are also required to apply for and to maintain membership in the union as a condition of employment.

The results of the study showed that the incidence of the maintenance of membership provision was relatively low. Only 7 per cent of the agreements, 6 per cent of employees, had this type of provision. Under this provision employees are not compelled to join the union; those who elect to do so, however, are obliged to remain union members in good standing for the duration of the agreement, as a condition of employment.

Dues check off

All provisions committing the employer to deduct from the pay of an employee the amount of union dues, assessments, or the equivalent of union dues were tabulated under this classification. On this basis the survey shows that dues check off is standard practice in the industry. It was found that 97 per cent of the agreements, covering 98 per cent of employees, had a provision for dues check off in one form or another. The company is required to transmit to the union the sums so deducted. Many detailed variations of check off were found in the agreements surveyed. Many of these variations were adapted to the type of union security clauses negotiated in the agreements. In the absence of a union security clause, check off of union dues was provided for on a voluntary basis. In some instances it was voluntary, revocable at any time; in other instances it was voluntary, irrevocable, with an escape clause.

Thirty per cent of the agreements, covering 29 per cent of employees, had a provision incorporating the Rand Formula. The distinguishing feature of the Rand Formula is that it invariably prescribes that all employees whom the union is required to represent in the bargaining unit, whether or not they are union members, must pay union dues or its equivalent as a condition of continued employment.

Seniority

Seniority provisions represent an important group of provisions and are of vital concern to employees because of the manner in which they can influence the operation of many other clauses in an agreement and hence workers' job security. These provisions not only determine which workers will be laid off, transferred, promoted or recalled but also govern eligibility for severance pay, vacations, and fringe benefits.

In practically all agreements that had seniority provisions an attempt was made to deal with the following problems: establishment of the unit in which the employee may acquire and apply seniority credits; identification of the circumstances under which an employee may lose seniority; determination of the seniority status of an employee who transfers from one part of the bargaining unit to another or who leaves the bargaining unit altogether; and fixing certain exceptions to the seniority rules.

Forty-two per cent of agreements covering a similar percentage distribution of employees had a provision for special seniority. These clauses are usually operative at times of layoffs. The two most frequent exceptions to seniority as a basis for layoffs were: in the case of certain union officials, and in the case of "key workers" or workers having designated special skills.

Clauses illustrating each type of exemption are shown below:

"Officers of the Union and Committeemen during their terms of office shall have super seniority in their respective classifications for the purposes of layoff and recall only;" and

"In cases of transfers to avoid layoff, other than those of a temporary nature, and layoff due to lack of work, the Company agrees that seniority in the classifications and in the classes within the classifications shall be the prime consideration, but the Union recognizes the Company's right to have regard for ability and to retain

a limited number of employees of lesser seniority who, because of special training or ability, are essential to the efficient operation of the plant, provided such employees are placed on jobs making use of such special training or ability."

Eighty-six per cent of agreements, covering about 85 per cent of the employees, had a specific provision for seniority on promotion. Of these, only 1 per cent, 2 per cent of employees, specified the application of straight seniority in cases of promotion, whereas 85 per cent, 83 per cent of employees, prescribed that seniority would be considered along with other factors such as knowledge, skills, ability, training and physical fitness. In these instances it was stated that seniority would be the dominant consideration only when other factors were judged relatively "equal."

Ninety-four per cent of agreements, 88 per cent of employees, had a provision regarding seniority on layoff. As in the case of seniority on promotion, the most frequent provisions stipulated that seniority would be taken into account together with other factors or that it would be considered only when qualifications to perform the job were relatively "equal." Seventy-five per cent of the agreements, 72 per cent of employees, came under this classification. The remaining 19 per cent, 16 per cent of employees, had a provision for straight seniority.

Most collective agreements provide that laid-off employees continue to retain seniority during periods of protracted layoff. In the study, 87 per cent of agreements, 86 per cent of employees, had such a provision. The most common provision specified a retention period graduated according to the employee's length of service. Thirty-three per cent of agreements, 42 per cent of employees, had this type of provision. Next in incidence was the provision that specified a retention period of 12 months or less. This type of provision was found in 28 per cent of agreements and covered 18 per cent of employees. Twenty-one per cent of agreements, 19 per cent of employees, had a provision for a retention period of more than 12 months. The period of retention usually ranged upward from 13 to 36 months.

The study showed that 59 per cent of agreements, covering 60 per cent of employees, had a specific provision for retention of seniority during illness. The following is an illustration of this type of provision: "Seniority will continue to accrue during an absence due to illness or injury (except industrial injury) for a period of time equal to the employee's length of continuous service, or for a period of twelve consecutive months, whichever is less. If an employee is absent due to illness or injury (except industrial injury) for a period exceeding his length of service, or for a period exceeding twelve consecutive months (whichever is less), accrued seniority will be retained for a further period of twenty-four months, at which time employment shall be considered terminated."

Bumping is the practice that allows senior employees to displace junior employees in another job or department during a layoff or reduction in the work force. This type of provision was found in 57 per cent of agreements that covered approximately half the total number of employees included in the survey. A typical clause specifies that: ". . . an applicant shall be recalled within forty-five days after layoff to displace an employee with less seniority in another seniority group in the same classification or in a classification that he previously held, the work of which he satisfactorily performed, provided he has six months more seniority than the employee he displaces and he is qualified to perform the duties of the employee he displaces."

Provisions which specified the length of probationary period after hiring were found to be standard practice in collective bargaining agreements in manufacturing. Ninety-one per cent of agreements with substantially the same percentage distribution for employees covered in the survey had such a provision. The most common stipulated a probationary period up to 3 months. This was found to be the case in 45 per cent of agreements, 41 per cent of employees.

The next in frequency was a period of 2 months. Twenty-two per cent of agreements, 21 per cent of employees, had this type of provision. Fourteen per cent of agreements, 14 per cent of employees, had a provision for a period of one month or less. Employees usually begin to accumulate seniority only after their probationary period has expired.

Sixty-nine per cent of the agreements, approximately 62 per cent of employees, had a provision regarding the rate to be paid to an employee who is temporarily transferred from one job or operation to another. All tabulations in this classification dealt specifically with rate on temporary transfers made at the request of the employer. The most frequent provision stipulated that the employee would receive the new rate or his regular rate, whichever is the higher. This was found to be the case in 43 per cent of agreements, 39 per cent of the employees. There was a very low incidence of agreements that had a provision for the employee to be paid simply his regular rate on temporary transfer, only 3 per cent of agreements, 4 per cent of employees, having this type of provision.

Sixty-one per cent of agreements, 54 per cent of employees, had a provision for notice of layoff in the event of a reduction in the work force. The majority of these, 48 per cent of agreements, covering 43 per cent of employees, specified a period of one week or less. It should be noted that notice may be given to either the employees affected or the union.

The majority of agreements had a provision incorporating the practice of posting notices of job vacancies with preference for bids given to employees with greater seniority, provided they are qualified to perform the job or can do so with relatively little training. Sixty-nine per cent of agreements, 63 per cent of employees, had such a provision.

Severance pay and S.U.B.

A primary function of severance pay, variously called dismissal allowance or termination pay, is to afford transitional income to a displaced worker who through no fault of his own is forced to seek employment elsewhere. It should be noted that severance pay is not part of Supplementary Unemployment Benefit nor is it paid from S.U.B. funds. The study revealed that severance pay and S.U.B. were related only to the extent that, under certain circumstances, S.U.B. payments would be deducted from severance pay. S.U.B. plans establish a fund from which an employee who is laid off can draw benefits for a specified period of time. The primary purpose of S.U.B. is to supplement the benefits provided by unemployment insurance benefits. Whereas severance pay invariably cancels the employee's right to recall, S.U.B. does not carry this effect.

The study showed that 46 per cent of agreements, that covered 62 per cent of employees in the survey, had a specific provision for severance pay and/or S.U.B. The majority of these, that is 26 per cent of agreements, 30 per cent of employees, had a provision which specified severance pay benefits, whereas 10 per cent of agreements, 12 per cent of employees, had a provision for S.U.B. plans only and 9 per cent of agreements, 17 per cent of employees, had a provision for S.U.B. plans with severance pay. There was no discernible pattern in S.U.B. plans. They varied in scope, eligibility requirements, duration and types of benefits.

Recall procedure

Few agreements provide for recall strictly on the basis of the inverse order of layoff. This was found to be the case in 23 per cent of agreements, 20 per cent of employees. **The majority of agreements—58 per cent of agreements, covering 64 per cent of employees—had a provision for recall in the inverse order of layoff according to seniority with the proviso that the employee must be qualified to perform the job.**

Only 15 per cent of the agreements, covering 17 per cent of employees in the survey, had a provision for distribution of work in slack periods. This type of provision is primarily designed to minimize the possibility of layoff of employees because of seasonal and cyclical fluctuations in production. A typical clause usually says that: ". . . employees may be required to do other work to complete their workweek when there is not enough for them to do in their regularly assigned jobs."

A variation in this type of provision stipulates that: "if, after the reduction of overtime there is not sufficient work to provide a standard workweek for those employed, consideration will be given to reduction of the number of hours worked before laying off employees."

Next month, Part II of Provisions in Major Collective Agreements, covering such items as grievance and arbitration machinery, wage guarantees, premium pay, allowances, paid holidays, paid vacations, and other miscellaneous provisions.

Discrimination in employment

"There are two things I can't stand," E. Logic complained dourly. "Discrimination, and people with green eyeballs." Unfortunately for E. Logic, his horizon did not extend beyond the halo round his head. As such, he was hopelessly ignorant of the patent contradiction that lurked beneath. And so it was historically for most of his ilk. Discrimination was simply a nasty 14-letter word, an apt target for pious public debate, as it were. But if the truth be known, none of these moral posturings belied the ugly reality of man's private and irrational hostilities. These were customarily permitted full and unbridled expression.

Currently, discrimination has become a prerogative that one can no longer afford. To a society caught in the throes of social upheavel and grass-roots ferment, and jarred out of complacency into a self-conscious striving for distributive justice, discrimination has become anathema—ostensibly, at any rate. Against this backdrop, it is hardly surprising that legislators, welfare specialists, trade unionists, social scientists and sundry others have begun to devote increased attention to treatises and empirical surveys on the subject, particularly as regards its bread and butter ramifications.

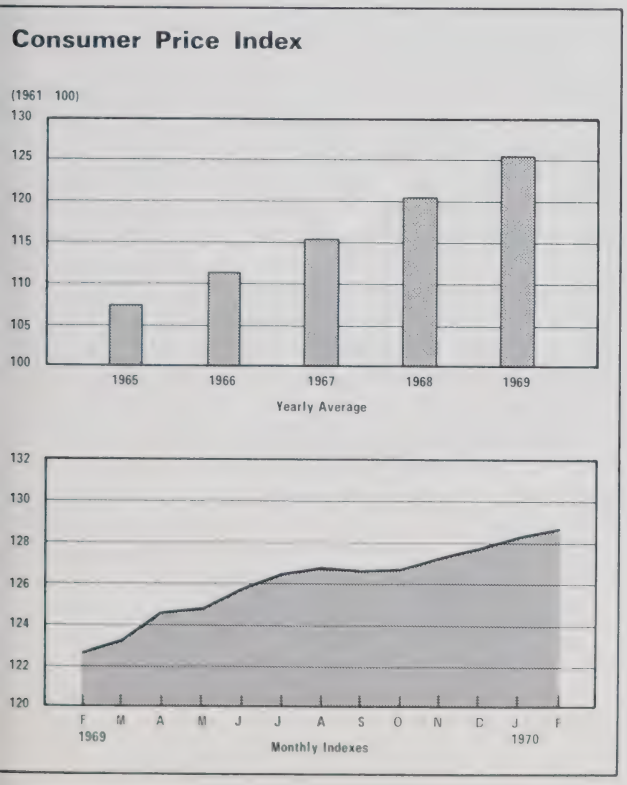
In this respect, **"Discrimination in Employment; A Selected Annotated Bibliography" emerges as a timely and most welcome piece of documentation. Prepared by Mrs. Karen Herring under the joint auspices of the Economics and Research Branch, and the Fair Employment Practices Branch, Canada Department of Labour,** this compendium of reference material goes a long way toward filling the gaps that exist in available bibliographies on discriminatory employment practices. It was compiled from such sources as provincial human rights commissions, provincial departments of labour, universities, and federal government departments, and includes within its purview, Canadian, American and British studies of the subject—making it an excellent resource guide for comparative purposes.

Its obvious forte is its scope, in terms of sheer number of studies reviewed, and its overall eclectic perspective. The bibliography spans a vast body of statistical-empirical research on discrimination, rigorous analytical studies, discursive philisophical articles, and human rights legislation. Although racial, ethnic and religious discrimination in employment at the local and national level constitute its major focus, studies are included that bear on the issue from broader vantage points.

Of particular interest to Canadians are surveys of the socio-economic status and occupational distribution of Indians, Eskimos and Negroes in Canada. Comparisons of their employment situation vis-à-vis other groups tend to be invidious, with the obvious implication being that vast areas of discriminatory practice still persist. **The Indians of British Columbia,** a study-discussion text by Jill A. Willmott, discloses, for example, that Indians are discriminated against in urban centres and that few are found in white-collar jobs. Eskimos do not appear to fare any more favourably. F. G. Vallee in **Kabloona and Eskimo in the Central Keewatin** paints a rather dismal portrait of the mobility chances of Eskimos in the Baker Lake region of the Northwest Territories during the late 50s, where more than half of the wage-paying positions required that the incumbent have an educational level, a degree of training and a facility in English that no Eskimo possessed. In 1959, only one Eskimo had skilled work. In the case of Canadian Blacks, instances of entrenched prejudice are given ample and frank documentation, with particular attention to the devastating social, intellectual and economic privations that result. An excellent illustration is provided by **The Condition of Negroes of Halifax City, Nova Scotia,** a demographic survey undertaken by the Institute for Public Affairs, Dalhousie University. Evidence suggests that Blacks here are underemployed, ill-housed, and under-educated; that they have been living under a form of segregation and are discriminated against in employment. Most are employed in semi-skilled, unskilled or service occupations. A broader overview and rather penetrating analysis of the structure of social class and power in Canada can be found in **The Vertical Mosaic** by John Porter. By analysing the proportions of each ethnic group in occupational categories, and comparing these with the proportions of the total labour force in the same categories, Porter establishes an empirically sound basis for postulating an association between ethnic origin and occupational status.

The above studies are only a small sample of the range covered in this bibliography, which is recommended for individual study and research purposes. If you are interested in obtaining a free copy, write to the Publications Division, Canada Department of Labour.

Price indexes



Consumer, February 1970

The consumer price index (1961 = 100) advanced 0.4 per cent to 128.7 in February from 128.2 in January and was 5.0 per cent higher than the February 1969 level of 122.6. More than one half of the February 1970 increase in the all-items index was caused by a 0.9 per cent advance in the food index, with notable increases recorded for beef, pork and other meats.

The food index advanced 0.9 per cent to 131.3 from 130.1, and was 6.0 per cent higher than a year ago; most of the increase was because of a 6.1 per cent advance in beef prices. With a decrease of more than 13 per cent between June and December, the beef index in the last two months has regained approximately half of this decline. The price of other meat items also advanced—pork 1.5 per cent, poultry 0.6 per cent, and fish 1.6 per cent. Meat prices on the whole were more than 10 per cent higher than they were a year ago. Vegetable prices were relatively unchanged between January and February as markedly higher prices for onions, carrots, cabbage and potatoes were offset by lower prices for tomatoes, lettuce and celery. Since February 1969, vegetable prices have risen by about 16 per cent, in contrast to a decline of 2.4 per cent for fruits in the same period. Some staple foods, including coffee, sugar and butter, increased during the month. The average price of fresh milk rose fractionally. Egg prices declined seasonally by about 6 per cent.

The housing index rose 0.2 per cent to 128.3 from 128.1, and was 4.9 per cent above last year's level. A rise in the shelter component caused the increase. The home-ownership index moved up 0.3 per cent, reflecting higher prices for new houses and repairs. Rents rose 0.2 per cent. Within the household operation component, higher price levels for fuel and electricity were offset by sales of furniture, floor covering, and household textiles.

The clothing index declined by 0.3 per cent to 125.1 from 125.5, and was 2.7 per cent higher than a year earlier. The latest decline was a reflection of the continuation of midwinter sales which, a month earlier, had contributed to a 0.7 per cent decline in this index. Between January and February, men's wear, children's wear and footwear registered decreases of 0.3 per cent, while women's wear and piece goods prices advanced slightly, after having declined a month earlier.

The transportation index moved up 0.7 per cent to 123.5 from 122.7. Among automobile operation items, car insurance rates registered advances ranging between 2 and 15 per cent in a number of major cities. Within the local transportation component, bus fare increases were recorded for Regina and Thunder Bay, and taxi fares moved up in Hamilton and a number of smaller Ontario centres. Owing to seasonally lower train fares, the price of intercity travel dropped 8 per cent.

The health and personal care index rose 0.7 per cent to 137.7 from 136.8. Higher prices were recorded for most pharmaceutical and toiletry items, and men's and women's hairdressing.

The recreation and reading index advanced 0.8 per cent to 129.0 from 128.0. An increase of 5.7 per cent in magazine subscription rates, higher cinema admissions in Edmonton and Saint John, and camera film and processing in several major cities accounted for most of the increase in this component.

The tobacco and alcohol component was unchanged from its January level of 126.5 and was 3.8 per cent higher than a year earlier.

City consumer, February 1970

Between January and February, consumer price indexes rose in all regional cities and city combinations, ranging from 0.2 per cent in Edmonton-Calgary to 0.8 per cent in St. John's.

Food prices increased in all cities except Edmonton-Calgary. Higher shelter costs contributed to increases in the housing component in seven cities, but Halifax and Winnipeg registered slight declines, reflecting sale prices for some furniture items. Clothing prices were lower in most eastern and central cities as a result of midwinter sales. The average price level in western centres was either unchanged or slightly higher than in the preceding month. Increased magazine subscription rates were mainly responsible for advances in all recreation and reading indexes; higher auto insurance premiums moved up transportation indexes in several cities.

Regional consumer price index point changes between January and February 1970 were: St. John's +1.0 to 121.9; Saint John +.8 to 123.2; Ottawa +.8 to 126.5; Montreal +.7 to 124.2; Winnipeg +.5 to 126.7; Halifax +.4 to 123.6; Toronto +.4 to 127.2; Saskatoon-Regina +.4 to 122.1; Vancouver +.4 to 121.4; Edmonton-Calgary +.2 to 123.7.

Wholesale, February 1970

The general wholesale index (1935-39 = 100) rose 0.5 per cent to 289.1 in February from the January index of 287.8, and was 3.6 per cent higher than the February 1969 index of 279.0. Seven of the eight major group indexes were higher, and one declined.

The animal products group index increased 1.6 per cent to 338.4 from 333.2 on higher prices for livestock and fresh and cured meats. A rise of 0.5 per cent to 237.9 from 236.6 in the vegetable products group index reflected higher prices for potatoes, fresh fruits, grains and rubber and its products.

An increase of 0.5 per cent to 303.4 from 302.0 in the iron products group index was caused by price increases for scrap iron and steel, and steel pipe and tubing. Increases of 0.1 per cent or less occurred in four major group indexes: non-ferrous metals products to 291.9 from 290.9; chemical products to 223.4 from 223.2; wood products to 380.1 from 380.0; and non-metallic minerals products to 213.0 from 212.9. The textile products group index declined slightly to 256.8 from 257.0.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.2 per cent to 281.1 from 281.6 in the three-week period between February 6 and February 27. The animal products index moved down 0.4 per cent to 372.2 from 373.8. The field products index increased 0.3 per cent to 189.9 from 189.3.

U.S. consumer, February 1970

The United States consumer price index (1957-59 = 100) increased 0.5 per cent to 132.5 in February, and was 6.3 per cent higher than a year ago.

After allowance for seasonal factors, such as the normal fluctuations of some food prices, the rise in the index was 0.1 per cent less last month than in the previous three months. In those months, the seasonally adjusted index rose 0.6 per cent.

One fifth of the increase in February was partly artificial and it reflected the government's decision to increase the interest rate on Veterans Administration mortgages from 7.5 per cent to 8.5 per cent.

Apart from the technical increase in mortgage interest rates, the chief causes of the February price increase were further advances in the prices of food and apparel. Services were important also. In the food category, prices of beef, pork and fresh fruits and vegetables were higher than usual, and dairy product prices advanced contra-seasonally. In the service component, there was a large increase in medical care costs, mainly because of a rise in hospital room rates, household service charges, and public transportation costs.

British retail, January 1970

The British index of retail prices (January 16, 1962 = 100) was 135.5 at January 20 compared with 134.4 at December 16, and 129.1 at January 14, 1969. The index measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners.

The principal changes during the month were increases in the prices of household coal and coke, bread, potatoes and other fresh vegetables, and a decrease in the average price of eggs. The index for items of food whose prices show significant seasonal variations—namely, home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 136.8; for all other items of food it was 134.5.

Increases in the average prices of bread, potatoes, onions and other vegetables, sweets, chocolate and fish, were partly offset by a reduction in the average price of eggs. The index for foods, the prices of which show significant seasonal variations, rose to 136.8, compared with 134.4 in December. The index for the food group as a whole was 134.7, compared with 133.4 in December.

As a result of increases in the average levels of prices of household coal and coke, the index for the fuel and light group as a whole, advanced to 145.3, compared with 141.7 in December.

As a result of increases in the prices of furniture, soft furnishings and some other items in the group, the index for the durable household goods groups rose to 122.2, compared with 120.8 in December.

There were rises in the average levels of prices of many articles of clothing and footwear, and the index for this group as a whole rose to 120.5, compared with 120.0 in December.

Mainly as a result of increases in the prices of second-hand cars, the index for the transport and vehicles group as a whole rose to 125.4, compared with 124.9 in December.

The principal changes in the miscellaneous goods group were rises in the prices of newspapers and periodicals, and of travel and sports goods. The index for the group as a whole moved up one per cent to 136.4. Mainly because of rises in the average levels of charges for renting television sets and for admission to cinemas, the index for the services group as whole rose to 147.6, compared with 145.7 in December. There was a rise of nearly one half of one per cent in the prices of meals bought and consumed outside the home, and the index rose to 139.4, compared with 138.9 in December.

Unemployment insurance report

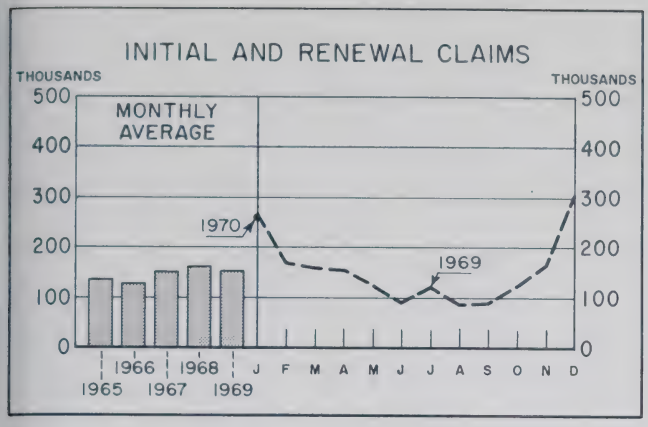
A total of 266,144 claims were filed during January. This volume was 34,749—12 per cent—lower than the December 1969 volume and 1,147—0.4 per cent—lower than the January 1969 volume. Initial claims as a percentage of total claims, continuing a seasonal upward trend, stood at 80 per cent for January. Of note is the 9,667 (12 per cent) increase in claims filed in Ontario in January 1970 as compared with the same month one year earlier. In this same reference period the number of claims filed in all other provinces except Québec decreased.

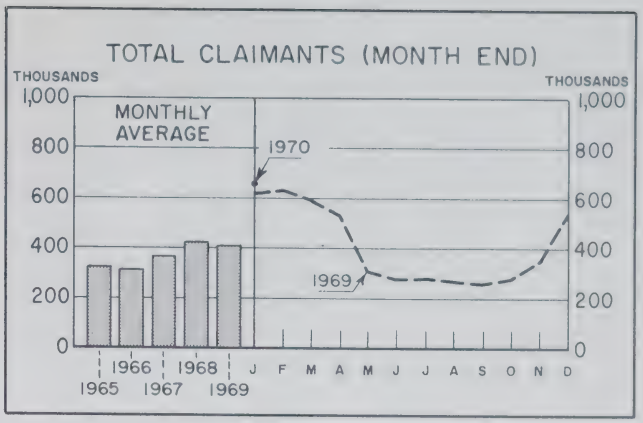
The number of claimants as at January 30, 1970 totalled 659,459 an increase of 23 per cent over one month earlier. Claimant counts increased by 30 per cent or more during this period in four provinces—Nova Scotia, Manitoba, Saskatchewan and Alberta. As compared to one year ago the claimant count is marginally lower in the Atlantic Region and British Columbia but higher in the remainder of Canada. The largest increase, 20 per cent, occurred in Ontario with 74 per cent of the latter increase being among males.

Although the total number of claimants increased only 7 per cent between January 30, 1970 and the same date one year earlier, the number of claimants in the group receiving 14 or more weeks of benefit has increased by 19,022 (19 per cent). Claimants in Newfoundland, Québec and Ontario account for 81 per cent of this latter increase. **The average weekly estimate of beneficiaries during January 1970 was 549,400 in comparison with 195,300 in December 1969, and 501,900 in the same month last year.** Benefit payments totalled $76.5 million in January 1970, $33.1 million in December 1969 and $61.2 million in January 1969. The average weekly payment was $34.81 for January 1970, $33.86 for December 1969 and $30.50 for January 1969.

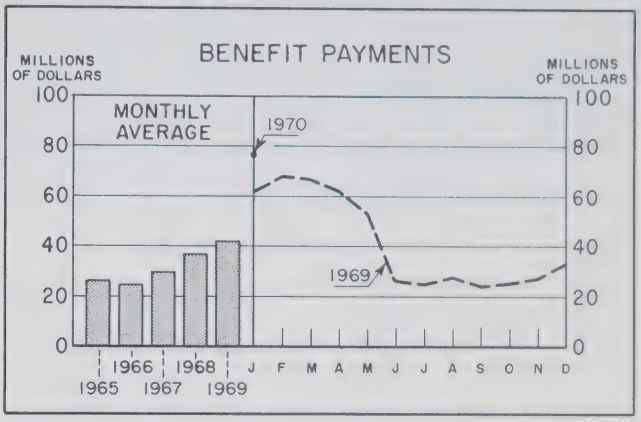
New cases of recorded unemployment totalled 156,388 during December, an increase of 12 per cent over the 132,141 recorded in December 1968. Increased numbers of claims from three industrial sectors—manufacturing, construction and trade—accounted for 65 per cent of the increase over one year ago.

In the manufacturing sector an increase over a year ago in claims in New Brunswick approximately balanced a decrease in Québec. The claim increase in Ontario approximately coincided with the total national increase in this sector. Although not numerically large, a 58 per cent decrease in the number of manufacturing claims took place in Saskatchewan.





In the construction sector claim increases in Ontario and British Columbia accounted for 45 per cent of the total increase over the same month of last year while the inclusion of claim increases from three other provinces—Newfoundland, New Brunswick and Saskatchewan—allows account of 87 per cent of the total sector increase. In the trade sector 53 per cent of the increase over a year ago is accounted for by claims in Québec. The remaining increase is accounted for by increases in all other provinces. A 40 per cent increase occurred in claims originating in this sector in the Prairies.



Summary Table

Activity	January 1970	December 1969	January 1969	Cumulative Data: January to January 1970	Cumulative Data: 12 months ending January 1970
		(in thousands)			
Insured population at end of month	—	5,638	5,512	—	—
Initial and renewal claims filed:					
Total	266†	301†	267	266†	1,854
Initial	212	231	210	212	1,409
Renewal	55	69	57	55	445
Claimants currently reporting to local offices	659	537	616	659*	414*
Beneficiaries (weekly average)	549	195	502	549*	312*
Weeks compensated	2,198	976	2,008	2,198	15,925
Benefit paid	76,500	33,060	61,239	76,500	514,253
Average weekly benefit	$34.81	$33.86	$30.50	$34.80	$32.29

* Monthly average. † Discrepancy between totals and subtotals due to rounding.

Equal pay for equal work

Once women chained themselves to barstools and street lights to protest their lack of a vote. The vote has now been theirs for some time in many countries, but other inequalities have remained to gall feminist and non-feminist alike. Recently, one of these persistent injustices was attacked in Britain with some positive action. Mrs. Barbara Castle, Secretary of State for Employment and Productivity, moved the second reading of the Equal Pay Bill to eliminate discrimination on grounds of sex in pay and other terms and conditions of employment by December 29, 1975.

In making her address at the time, Mrs. Castle described the Bill as a lead to other countries for practical implementation of the principle of equal pay for equal work. She reviewed the steps taken in Britain toward the realizing of the principle. Although the concept had long been advocated by the trade unions, legislation had never been formulated because of three arguments: how to define equal pay for equal work; how to enforce it; and when to introduce it. In the present Bill, the Government reviewed the old definition and worked out controls to ensure implementation by examining specific identifiable situations and prescribing equally specific remedies. Thus it deals with three situations: **where women are doing the same or broadly similar work as men for the same employer where these are covered by common terms and conditions; where they are doing different jobs that have been found to be equivalent under a scheme of job evaluation; and where their terms and conditions of employment are laid down in collective agreements, statutory orders or employers' pay structures.** This approach brought the principle down to operable terms. Job evaluation schemes are particularly important in the application of the Bill because 30 per cent of the combined male and female population already fall under such scrutiny and there is nothing to prevent the unions from obtaining extensions to cover a still larger percentage.

The Bill will not apply to the armed forces. Although the Government endorses last year's report of the Prices and Incomes Board calling for equal pay for men and women in the forces, the method of enforcement proposed in the Bill would not be appropriate to individuals in this category. Otherwise the Bill would provide quick redress through informal procedures. If an individual felt that she could not present her own case, the Secretary of State for Employment and Productivity could initiate action on her behalf. In all cases, the Industrial Tribunals Board would handle the resolution of the charges. Although discrimination in pay because of sex would be absolutely prohibited, discrimination because of genuine differences other than sex would be permitted.

Women employed in large numbers at low pay because their trade union organizations were weak were already protected by wages councils or the Agricultural Wages Board. Of the 3,800,000 workers covered by such councils, 2,375,000 were women. Under the new Bill, statutory wage orders embodying the agreement reached in those bodies would have to be revamped to conform to the new guidelines.

Mrs. Castle emphasized that the legislation would ensure that women not only receive equal pay for equal work but equality in terms and conditions—for example, in sickness and health schemes. The five-year period of implementation was a compromise between the demand of the Trade Union Council for two years and the advocation of a 7-year period by the Confederation of British Industry. Mrs. Castle said that its effect on the economy should not be harmful. "The Government believes that, over the period we have laid down, industry will be able to absorb the cost. Overall, it is likely to add no more than 3½ per cent to the nation's salaries and wages bill—a by no means heavy extra burden set against the rising productivity of British industry."

Legal decisions

The Murdochville strike case before the Supreme Court of Canada

This case was in the courts for twelve years. After a lengthy trial, a Québec Superior Court judge held the United Steelworkers of America liable for damages suffered by Gaspé Copper Mines Ltd. resulting from an illegal strike as well as from various delictual and criminal acts committed during the strike in 1957. Before the appeal from this judgment was heard, the company and union agreed that the amount of damages was $1,646,057, with interest at 5 per cent a year from the end of 1957. Limited to the question of liability for damages, **the Québec Court of Queen's Bench affirmed the findings of the Superior Court and found the Steelworkers liable for all the damages,** whether caused by the strike itself or by the delictual and criminal acts. One judge dissented on the question of the damages caused by the strike itself; Mr. Justice Brossard, finding that the company had a share of responsibility for the launching of the strike, held that the company must bear 25 per cent of the damages sustained in this respect.

Before the Supreme Court of Canada the question to be decided was limited to whether the union must bear all the damages as was determined by the Québec courts, or whether the company must be held jointly responsible for the launching of the strike and bear part of the damages, in accordance with Mr. Justice Brossard's dissent. After reviewing the facts established in the Québec courts (see below) and in view of their finding that the Steelworkers alone were responsible for the strike, the majority of the Supreme Court invoked the principle governing the function of an appeal court in such a case, i.e. there can be intervention by the Supreme Court only if it appeared that this finding from the facts was fundamentally erroneous. The majority were not of this opinion and so chose not to intervene. Because of this finding that the Steelworkers alone were responsible for the Murdochville strike, the Supreme Court disposed of the other grounds that were submitted by the Steelworkers or were held by Mr. Justice Brossard that would have imputed a share of responsibility to the company. The facts were found to justify the judgments of the Québec courts condemning the Steelworkers to pay the full damages caused to the company, because of the strike and because of the delictual and criminal acts that ensued. The fundamental purpose of the labour relations legislation was to ensure industrial peace; the legislation does not change the general principles that govern civil responsibility in delictual matters and that require the person or persons who cause damage to others by their acts or the acts of those under their control to indemnify the injured party. "Our law," Mr. Justice Fauteux concluded, "does not and cannot admit, without destroying itself and making way for anarchy, recourse to intimidation, obstruction, sabotage, dynamiting or other acts of violence, in short recourse to force, as legitimate means to insure recognition of a right that a person may claim, manifestly well founded as the claim may be." **The Steelworkers' appeal was dismissed by the Supreme court, with one member dissenting. United Steelworkers of America v. Gaspé Copper Mines Ltd., decided January 27, 1970 CLLC, para. 14,009.**

Background to the decision

Mr. Justice Fauteux, speaking for the majority of the Supreme Court, reviewed the facts and circumstances established by the trial judge and affirmed by the appeal court.

Toward the end of 1955, Gaspé Copper Mines Ltd. employed about 1,000 persons at its operation in Murdochville, Québec, under a collective agreement with a union local affiliated to the old Trades and Labour Congress. The agreement was not renewable automatically and was to expire in July, 1956. In the spring of that year, the union local had only twenty members left. Around this time, the labour congress agreed that the United Steelworkers of America could have a clear field to establish a local in Murdochville. Gaspé Copper Mines was a subsidiary of Noranda Mines Limited; a Steelworkers local was bargaining agent for the Noranda workers, whose collective agreement was to expire a few months later in 1956. Joint action by Murdochville and Noranda bargaining units would be possible in the coming collective bargaining. Without delay, the Steelworkers sent three representatives to Murdochville to assist in organizing the new local; among them was Roger Bédard. **The old local union was dissolved, a charter of affiliation was granted by the Steelworkers and the president of the old local union, Théo Gagné, became president of the new Steelworkers' Local 4881.**

The Murdochville local applied to the Québec Labour Relations Board for certification as bargaining representative for employees of the company on June 1, 1956 and the company was given notice of this on June 22. A board inquiry into the representative character of the local showed that of 920 employees eligible to join the local, 739 were "declared" members.

In granting the company's request for copies of the Murdochville local's application and supporting documents, the board refused, according to its practice, so it said, to supply the names appearing on these documents. On the grounds that it was entitled to this information and that the board's refusal to give it was equivalent to a denial of a fair hearing, the company applied and was granted, on August 2, a writ of prohibition ordering the board and the local to suspend certification proceedings and to appear at a hearing in order to answer the demand made by the company. The board and the local appeared at the hearing, but the board took legal action to oppose the writ of prohibition in September 1956. Not until a year later did the Superior Court render judgment. The delay was explained by the fact that the board and the company had agreed to a stay of proceedings in this case pending decisions on the same issue in two other cases that had gone to appeal in Québec. A judgment was rendered in August, 1957 on one of these cases without deciding the issue in question. Judgment had not been given in the second of these cases, but the judge did not wait and, on September 27, 1957, decided in favour of the board's position and refused the writ of prohibition to the company (L. G. 1958, p. 275). The Murdochville local had no part in the agreement to stay proceedings, but neither did it take any legal action to oppose this stay of proceedings. Yet, until a decision was made on the writ of prohibition, no action could be taken by the board on the application for certification, and Sec. 24 of the Labour Relations Act strictly forbade a strike before certification and exhaustion of conciliation and arbitration procedures.

Mr. Justice Fauteux commented that the writ of prohibition, being an obstacle to recognition of the right to certification and to implementation of the plan for joint action in bargaining by the Murdochville and Noranda locals, was "undoubtedly frustrating." He went on to say that **the conflict that eventually led to a strike began soon, if it had not already begun, and worsened with time, "fanned by the incitations and statements of experienced agents" of the Steelworkers to members "who had little training in the conduct of union activities."** Before the prohibition proceeding had been started, Steelworkers organizer Bédard pointed out at a meeting of the local that 650,000 American steel mill employees were on strike even though their working conditions were twenty years ahead of Québec; he said that strikes would remain the way to keep pace with progress. At a meeting on August 30, 1956, Bédard read some "comical" quotations from the writ of prohibition and told employees that, in the face of such effrontery by the company, they were left with their only efficient recourse—the strike.

At the same meeting Gagné insisted on the necessity of taking a strike vote. Before the vote was taken at a special meeting called for that purpose on September 20, Bédard reviewed the events of preceding weeks, announced that one and a half million dollars had been set aside by the CIO and the CLC in case of conflicts in Murdochville or Noranda, spoke of negotiations being conducted in Noranda, and of the promise given by the Noranda local not to sign an agreement until the Murdochville local had signed its own. The vote was 667 for strike action, 12 against.

In preparation for a strike, the company began to stock supplies and beds for non-striking employees in case of a blockade. A week later the Murdochville local in-

formed the manager of the company that, at the strike vote meeting, it had been decided to demand that the company meet the local's negotiating committee. On October 1, 1956, the company answered that, having given full consideration to this request, it had concluded that it could not meet the negotiating committee because of the prohibition proceedings. The same day, the company officially announced a general increase in wages. Brought about without negotiation, these increases were accepted by all employees.

Early in 1957, local president Gagné absented himself from work against the orders of his foreman, who felt that work could not be carried on efficiently without him. Gagné went to a trade union convention in Québec City, during which he met officers of the Steelworkers who offered to make available one or more tents and a number of cooking pots for use on picket lines in the event of a strike. On his return to Murdochville, Gagné produced an inaccurate doctor's certificate in an attempt to justify his absence. The general manager of the plant, Brissenden, conscious of this subterfuge, abstained from taking any disciplinary measures to avoid possible trouble with the union. One worker testified that, on his return from Québec City, Gagné had said that everything was decided for the strike. It would be done sometime between March 10 and April 10, if the company did not meet with the union, something that Gagné did not think the company would do.

At a meeting on February 19, 1957, a regional representative of the Steelworkers told members of the Murdochville local that they must be ready to form picket lines any time after March 10; the company, he said, would not improve conditions as long as it was not forced by a strike. Early in February, the possibility of a legal strike by workers at Noranda could be foreseen for March 10; as it turned out, the Noranda dispute was settled without a strike after an arbitration report was accepted. Three days after the meeting of February 19, general manager Brissenden called Gagné to his office and tried, without success, to get a promise of prior notice of any decision to strike. On March 6 or 7, the tents and pots offered to Gagné in Québec City were sent to Noranda and forwarded to the address of union organizer Bédard, arriving on March 9 or 10.



Early in February 1957, the company had taken measures to hasten completion of construction projects so as to improve production efficiency. Management felt that, with completion, the number of employees could be substantially reduced. **On Friday, March 8, Gagné, who had been engaged on these projects for almost two year, was handed a "termination notice" by his foreman, on orders from the manager of the machine shop. Five or six carpenters were laid off the same day.** Such a notice was usually given to employees discharged, to those who leave of their own will, and often, but not always, to those who are posted to another job or division in the plant. When Gagné protested, claiming seniority, the foreman explained that men who were no longer required on the projects were being laid off and, under orders from Brissenden, told Gagné to see management about the matter. Gagné finished his shift at 3 pm, turned in tools belonging to the company, and, as was testified in court, on meeting a fellow employee and union officer, said that the construction work on which he was working was finished and that he had been advised to report to the office to try to find other employment.

In fact, anticipating that Gagné's services would no longer be required for the construction work, and anxious to see him posted to another part of the plant, Brissenden had discussed the matter with two managers of other divisions and had instructed the manager on whose orders Gagné was laid off to bring the matter to the attention of still another manager. Brissenden had also called the personnel manager to advise him that, in Gagné's case, he was not to do what is normally required in a dismissal case but was to tell Gagné, if he saw him, that Brissenden wanted to see him.

Having left the plant, Gagné eventually reached the Murdochville local office, where he met some of his fellow workers and from where, in the late afternoon or early evening of March 8, he telephoned Bédard, who was in New Brunswick at the time, to tell what had happened. A number of telephone conversations between representatives and agents of the Steelworkers took place. One of the Steelworkers' agents in Montreal was told to proceed immediately to Murdochville.

The next morning, Saturday, March 9, Gagné went to the plant to see management, as he had been asked to do by his foreman. On his way to see the manager of the machine shop, he met Brissenden and asked to have a talk, but Brissenden, in a hurry and preoccupied by the visit of a foreign engineer, was unable to see Gagné right away and set an appointment for Monday, March 11. Gagné went back to the local office. He went again to the plant in the afternoon, this time to retrieve work clothes and his own tools.

Mr. Justice Fauteux, commenting on Gagné's décision to collect his personal effects, said that **Gagné must have known full well that his layoff was not final and that the appointment with Brissenden on Monday was precisely to discuss another job for him.** The Supreme Court judge, in the form of a question, suggested that, between his morning and afternoon visits to the plant, Gagné had been informed that the Steelworkers had decided, or would decide shortly, to use the layoff as a reason for a strike, to be called for Sunday at midnight, and therefore there was no reason to keep the appointment with Brissenden or to leave his personal effects at the plant for a speedy return to work.

Besides the news of Gagné's layoff, the story was spread that Saturday afternoon that an additional 100 or 125 men would be laid off. Mr. Justice Fauteux related this rumour to the plans made by the company for substantial reductions in personnel on completion of construction projects. The story that circulated, however, falsely claimed that the dismissals would be effective during the following week, and that the 100 to 125 dismissed would be made up mostly of officers and stewards of the union. Gagné was active in spreading this false rumour, of which he possibly was the main, or one of the main, instigators. That same Saturday afternoon, a meeting of union officers was called for Sunday afternoon, and a meeting of all members was called for Sunday evening.

One local official testified that Gagné summoned him to the local office by telephone on Sunday morning. At the office Gagné told the official that Bédard was seeking authority for a strike from the Steelworkers' head office in Pittsburgh. Mr. Justice Fauteux noted that all affiliated Steelworkers' locals are directed and financially controlled from the Pittsburgh office.

Even before the meeting of the local officers was held, a crew on a regular afternoon shift failed to show for work at 3 p.m. **Meeting late in the afternoon, local officers adopted a resolution recommending a strike at midnight the same day.** A steward who was present at this meeting was asked at the trial why this decision was reached, even though Gagné had not yet kept his Monday appointment with Brissenden who, the steward was confident, would "arrange matters" for Gagné. The steward testified that the decision to strike was reached because of the rumour that 100 or 125 men would be dismissed anyway.

At the general meeting on Sunday night Gagné and Bédard both stated that, in view of the dismissal of the local president, Gagné, and the threats of dismissal that

hung over the heads of many of the officers, stewards and members of the local, the strike had become unavoidable. **Witnesses testified, among other things, that Bédard told those at the meeting that the head office of the Steelworkers had approved the declaration of a strike, and that financial support for both the Noranda and Murdochville workers would be provided by the Steelworkers.** Bédard was asked whether the strike vote taken in September 1956 was still valid; other members wanted another secret vote. Bédard, it was testified, said that there was no use having a vote; it was necessary that the strike begin that same evening. The meeting closed around 10 p.m., in order that pickets, organized by Bédard, could prevent the 11 p.m. shift from entering the plant.

Mr. Justice Fauteux said that the trial and appeal courts had noted that, **during the general meeting, Bédard and Gagné were careful not to mention the temporary character and true reason for Gagné's layoff, or the fact that Gagné had agreed to meet the general manager Brissenden on Monday to discuss another job.** It was also noted that the employees were misled as to the reason, character and expected date of the progressive reduction in personnel considered by the company. "Thus, through both silence and misrepresentations," Mr. Justice Fauteux said, "it was meant to subtly shape and arouse opinion and ensure that the workers attending the meeting would be led to believe that, by dismissing the president of the union and making ready to dismiss also the most active union members, the company wanted to destroy the union, so that in a reaction of revolt the meeting would approve an immediate strike."

Before the Supreme Court of Canada, the Steelworkers no longer disputed the fact that, once started, it did direct and finance the strike and that its representatives, directly or indirectly, were involved in some of the illegal acts that followed. **The Steelworkers did argue, however, that those present at the general meeting approved the strike action in a spontaneous reaction of revolt provoked by Gagné's layoff and the threat of imminent and massive dismissals.** Mr. Justice Fauteux considered it essential, if the Steelworkers' appeal was to succeed, that the validity of this argument, a question of fact, be proved.

The courts below had rejected this argument as unfounded. The trial judge had said that the silence of Gagné and Bédard concerning Gagné's Monday appointment with Brissenden could only be explained by the existence of a strike plan already decided upon by the union leaders; this plan would have had to be approved before the workers realized that the claim of Gagné's dismissal was, at least, exaggerated. Because Gagné's dismissal, by itself, could not have been enough to convince the workers of the necessity of strike action, the accent was shifted to the probable dismissal of 125 workers, including the union stewards. The trial judge found that there was "no truth whatsoever" in this rumour, and concluded that "one would need to be very naive to believe that the decision to strike was the result of a spontaneous reaction of revolt against the company and that the United Steelworkers of America unwillingly had to suffer the consequences." Having rejected the spontaneous revolt argument, the trial and appeal courts decided that the United Steelworkers alone were responsible for the Murdochville strike.

Steelworkers reply

"I think it's a judgment dictated by the political climate—where one feels a need to repress 'agitators' without considering the merits of their cause," said Jean Gérin-Lajoie, Director of District 5 of the Steelworkers, at a press conference called two days after the Supreme Court handed down its decision. "It ratifies all the disgusting circumstances that, in 1957, brought out the blackness of the Duplessis years—the collusion between all the powers to repress the demands for rights supposedly guaranteed by law."

Some of Mr. Gérin-Lajoie's criticism was aimed at the findings of fact by the courts:

the courts upheld the company's claim that the layoff of local president Gagné was temporary. "For us," Mr. Gérin-Lajoie said, "Théo Gagné's firing was never temporary;"

the courts declared the strike illegal under the old Labour Relations Act, but ignored the company's violation of the same section of that Act by unilaterally raising its employees salaries, in October 1956, while the union was fighting for certification;

the courts refused to hear the union's expert witnesses, who would have provided, Mr. Gérin-Lajoie said, "a contemporary interpretation of anti-unionism;" and

finally, the courts systematically discarded the testimony of union members but accepted the company's witnesses at face value.

Conciliation before the minister of labour

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes.

Canadian National Railways (drivers employed in road cruiser highway bus service in Newfoundland area), and United Transportation Union (Conciliation Officer: W. J. Gillies).

Robin Hood Flour Mills Limited (Office Employees) Port Colborne, Ont., and Canadian Food and Allied Workers (Conciliation Officer: H. A. Fisher).

National Harbours Board (Grain Elevator Group) Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Bell Canada (Directory Advertising Sales Employees, Western Region), and Office and Professional Employees' International Union, Local 131 (Conciliation Officer: H. A. Fisher).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

The Shipping Federation of Canada, Inc., Port of Saint John, and International Longshoremen's Association, Local 1764 (Conciliation Officer: C. A. Ogden).

Canadian Broadcasting Corporation, and Association of Radio and Television Employees of Canada (Conciliation Officer, G. R. Doucet, and Industry Specialist, C. E. Poirier).

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service), and Seafarers' International Union of Canada (Conciliation Officer: C. A. Ogden).

Québec North Shore and Labrador Railway Company, Sept-Iles, Québec (Dispatchers and Crew Clerks), and United Transportation Union (Conciliation Officer: G. R. Doucet).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

Straits Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

Island Tug & Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

RivTow Marine Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (Conciliation Officer: H. A. Fisher).

Westward Shipping Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

Nanaimo Bulldozing Co. Ltd., Nanaimo, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

Settlements by conciliation officers

Robin Hood Flour Mills Limited (Office Employees) Port Colborne, Ont., and Canadian Food and Allied Workers (Conciliation Officer: H. A. Fisher) (see above).

Bell Canada, Montreal, Qué., and Traffic Employees' Association (Conciliation Officer: G. R. Doucet) (L. G., May, p. 369).

Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (L. G., May, p. 369).

Canadian Overseas Telecommunications Corporation, Montreal, Qué., and The Overseas Communications Union, Local 272 (Conciliation Officer: G. R. Doucet) (L. G., May, p. 369).

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service), Saint John, N.B., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (L. G., April, p. 369).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362 (Conciliation Officer: D. H. Cameron (L. G., April, p. 310).

Robin Hood Flour Mills Limited, Port Colborne, Ont., and Canadian Food and Allied Workers (Plant Employees) (Conciliation Officer: H. A. Fisher) (L. G., April, p. 310).

Conciliation boards appointed

West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Jan., p. 59).

United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L. G., March, p. 218).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (L. G., Jan., p. 58).

Les Services Ménagers Roy Ltée., Montreal (Québec) and le Syndicat général du cinéma et de la télévision (CSN) (L. G., May, p. 369).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian Pacific Railway Company (British Columbia Coast Steamship Service) Vancouver, and Seafarers' International Union of Canada (L. G., May, p. 370) was fully constituted in March with the appointment of Mr. R. G. Clements of Vancouver, as chairman. Mr. Clements was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Cecil S. Cosulich, and union nominee A. A. Medley, both of Vancouver.

The Board of Conciliation and Investigation established in February to deal with a dispute between Ottawa Transportation Commission, and Amalgamated Transit Union, Division No. 279 (L. G., May, p. 370) was fully constituted in March with the appointment of Mr. Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee John J. Urie, Q.C., and union nominee Jack Fry, both of Ottawa.

The Board of Conciliation and Investigation established in January to deal with a dispute between Radio Atlantic Limited (Radio Station CFNB) Fredericton, N.B., and National Association of Broadcast Employees and Technicians (L. G., April, p. 310) was fully constituted in March with the appointment of Judge Nathan Green, Q.C., of Halifax, as chairman. Judge Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. Gordon Petrie, Fredericton, and union nominee Paul Lepage, Bathurst.

The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, and Canadian Merchant Service Guild (L. G., April, p. 310) was fully constituted in March with the appointment of Mr. Roy A. Gallagher, Q.C., of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Cecil Cosulich, and union nominee Charles Patrick Neale, both of Vancouver.

The Board of Conciliation and Investigation established in January to deal with a dispute between TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., April, p. 310) was fully constituted in March with the appointment of Mr. J. F. O'Sullivan of Winnipeg, as chairman. Mr. O'Sullivan was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. S. Dewar, Q.C., and union nominee William Kennedy, both of Winnipeg.

The Board of Conciliation and Investigation established in December to deal with a dispute between Albert G. Baker; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Québec, and International Longshoremen's Association, Local 1958 (L. G., March, p. 219) was fully constituted in March with the appointment of Mr. Jean Real Cardin of Québec, as chairman. Mr. Cardin was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee G. Letarte, Québec, and union nominee Louis Laberge, Montreal.

Conciliation board reports received

Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L. G., Dec. 1969, p. 755). (Full text in Supplement No. 3, 1970).

Canadian Helicopter Overhauls Ltd.; Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local Union No. 115 (L. G., May, p. 370). (Full text in Supplement No. 3, 1970).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (L. G., April, p. 310). (Full text in Supplement No. 4, 1970).

Settlements by conciliation board

Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., March, p. 220).

Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (see above).

Conciliation board not appointed

Maroney's Express Limited, St. Catharines, Ont., and General Truck Drivers' Union, Local 879 (L. G., May p. 369).

Strike action

Millar and Brown Limited, Cranbrook, B.C., and General Truck Drivers and Helpers, Local 31; Truckers Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; Chauffeurs, Teamsters and Helpers, Local 395, and General Teamsters Local 181 (Only Vancouver terminal employees called out on strike by Local 31; strike commenced March 13, terminated March 23) (L. G., May, p. 370).

Loiselle Transport Limited, Dawson Creek, B.C., and General Truck Drivers and Helpers, Local 31; and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Only Dawson Creek terminal employees called out on strike by Local 31; strike commenced March 20, terminated March 23) (L. G., May p. 370).

Canadian Freightways Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31; Truckers Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Only employees of the Vancouver, Dawson Creek and Prince George Terminals called out on strike by Local 31) (Vancouver Terminal struck March 12; Dawson Creek and Prince George terminals struck March 20; strike terminated March 23) (L. G., May, p. 370).

Little Chief B-Line Express Ltd., Calgary, Alta., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Only Vancouver terminal employees called out on strike by Local 31; strike commenced on March 13, terminated March 23) (L. G. May, p. 370).

Certification before the CLRB

The Canada Labour Relations Board met for two days during March. It granted four applications for certification, rejected eight, ordered two representation votes, and allowed the withdrawal of one application. During the month, the Board received 13 applications for certification and one request for review of an earlier decision.

Applications for certification granted

Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of J. B. Baillargeon Express Limited, Montreal, Qué. L'Association des employées de J. B. Baillargeon Express Limitée had intervened (L. G., Apr., p. 308).

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail couriers employed by Neil Penner Highway Service, Morden, Man. (L. G., Mar., p. 222).

International Longshoremen's and Warehousemen's Union, Local 502, employed at the Port of Roberts Bank, B.C., by Westshore Terminals Ltd., Roberts Bank, Delta, B.C. (L. G., Apr., p. 309).

Retail, Wholesale and Department Store Union, Local 470, on behalf of a unit of employees of National Feeds Limited, Abbotsford, B.C. (L. G., May, p. 372).

Applications for certification rejected

International Longshoremen's Association, Local 1657, applicant, and Ceres Stevedoring Co. Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Montreal and Saint John Stevedore Co. Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Brown & Ryan Limited, Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Eastern Canada Stevedoring Division of Warnock Hersey International Limited, Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Wolfe Stevedores (1968) Ltd., Montreal, Qué., respondent (dock office clerks and timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and International Terminal Operators Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Reliance Marine Terminals Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Federal Commerce and Navigation Co. Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

Each of the above applications was rejected on the ground that the proposed unit of employees was not appropriate for collective bargaining in the light of the community of interest between the dock clerical employees and the other clerical personnel employed by the respondent in connection with longshoring and ships freight handling operations and whom the applicant had excluded from its proposed unit (L. G., Mar., pp. 221-222).

Representation votes ordered

International Brotherhood of Electrical Workers, Local Union 435, applicant, Metro Videon Limited, Winnipeg, Man., respondent, and Dennis Goodale, et al., interveners (L. G., Mar., p. 222). The name of the applicant only will appear on the ballot (Returning Officer: A. E. Koppel).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Chemical Leaman Tank Lines, Inc., Niagara Falls, Ont., respondent, and Clifford Bigelow, et al., interveners (L. G., Mar., p. 222). The name of the applicant only will appear on the ballot (Returning Officer: K. Hulse).

Application for certification withdrawn

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Catalano Produce Ltd., Windsor, Ont., respondent. (L. G., May, p. 372).

Applications for certification received

General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Norton-Cargo Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

United Transportation Union, on behalf of a unit of locomotive engineers employed at the Port of Montreal by the National Harbours Board, Ottawa, Ont. (Investigating Officer: G. A. Plante).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Compagnie Radiodiffusion C.K.C.H. de Hull Limitée, Hull, Qué. (Investigating Officer: J. Coallier).

International Union of Operating Engineers, Local 793, on behalf of a unit of employees of Seaway Terminals, Toronto, Ont. (Investigating Officer: K. Hulse).

Local 662, Hotel and Restaurant Employees and Bartenders International Union, on behalf of a unit of catering employees of Canadian Forces Exchange System (C.F.E.S. Canex), Halifax, N.S. (Investigating Officer: C. A. Ogden).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Hunt Transport Ltd., Burnaby, B.C. (Investigating Officer: D. H. Cameron).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bellechasse Transport Inc., St-Henri-de-Lévis, Qué. (Investigating Officer: G. A. Plante).

Local Union No. 2499, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of carpenters and apprentices employed at Watson Lake, Y. T., by Parkins Construction Limited, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of line drivers employed by K. N. R. Truck Lines, Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Association of Canadian Television and Radio Artists, on behalf of a unit of performing artists, announcers, etc., employed by Bushnell Communications Ltd., CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

International Brotherhood of Electrical Workers, Local Union 254, on behalf of a unit of employees of Cablevision Medicine Hat Ltd., Medicine Hat, Alta. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of personnel employed by Canadian National Railways at Jasper Park Lodge (Investigating Officer: R. E. Bouchard).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, on behalf of a unit of clerks employed by Canadian National Railways in its Roadcruiser Service in Newfoundland (Investigating Officer: W. J. Gillies).

Request for review

The Board received a request for review under Section 61 (2) of the Act from the International Association of Machinists and Aerospace Workers, seeking amendment of the certificate issued by the Board on July 19, 1968, certifying the applicant union as bargaining agent for a unit of printing plant personnel employed by Canadian Pacific Air Lines, Limited, at Vancouver International Airport, B.C. (L. G. 1968, p. 595).

Decisions of the Umpire

CUB-2841. The claimant filed an application for benefit on May 23, declaring that he had last been employed as a blacksmith at an aluminum company for 10 years, when he had been laid off due to "work shortage." The company gave the reason for the layoff as: "Unavailability of work resulting from illegal work stoppage."

Negotiations were being held to prepare the conclusion of a new labour contract, as the old one was to end on April 30, 1967. Before May 16, the vatmen at the plant twice stopped work as a protest against the slowness of negotiations. In the evening of May 16, there was a union meeting and it was decided to have the differences sent to conciliation. On the same night, at 1:45 p.m., a group of about 54 employees stopped work without union approval.

According to the employer, the employees took hold of and padlocked the plant gate, the employer having no key. Control of the gate being kept by the employees, until May 18, approximately, production was completely stopped. The work stoppage was not done in an orderly manner and resulted in 100 per cent loss of material in the plant's vats, 30 to 50 per cent loss of vats and the material used in electrolysis to produce aluminum. An estimate revealed losses of about $1,000,000.

After security officers succeeded in taking over the gate, the employees not concerned in the negotiation resumed their work. A union meeting was held on May 19, when members voted 89 per cent in favour of a return to work. The employer, however, decided not to take the employees back before the back-to-work move had been negotiated with the union. **The employer anticipated a three-to-six month delay, once negotiations were ended, before operations would be running normally again. The delay was due to the aluminum forming crusts in the vats during the work stoppage and this material had to be removed before production could be resumed.**

On May 28, the employer met with the union to negotiate a back-to-work agreement. The union was notified that 54 employees on hourly wage had been discharged for the part they took in the work stoppage that was considered illegal. Moreover, he asked for immediate settlement of the contentious points outstanding at the time of the May 16 work stoppage and declared that a group of employees required for restarting operations of the plant would be called back in the near future. Other employees, too, would progressively be called back according to needs. On the same evening, the union members convened and voted 96.5 per cent in favour of a return to work.

On June 1, the company decided to recall some employees and have them start working on June 5, and 127 employees were at work in the week commencing June 4. Subsequently, the number of working employees increased gradually to 601 in the week of July 23. It was proved impossible to obtain up-to-date figures as regards production, which still seemed to be pegged at a minimum level as the vats in service were used to help start those vats that were damaged due to the May 16 stoppage.

On June 7, the insurance officer advised the claimant that he had been disqualified and his benefits suspended from May 21 for the following reason: "You have lost your employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which you were employed." On July 6, the claimant appealed to the board of referees.

The board of referees heard the appeal on November 15. The board said, "that the claimant and his mate, even though they have not been identified as being the authors of the incidents that took place on May 16, were directly concerned and belonged to the class of workers that, immediately before the commencement of the stoppage, included members employed in the premises where the stoppage took place and were participating in the labour dispute and directly interested in it."

The board of referees unanimously agreed that: the claimant lost his employment because of a stoppage of work attributable to a labour dispute at the premises where he was employed; and that the claimant failed to prove that, immediately before the commencement of the stoppage, either himself or employees of his grade or class who were employed at the same premises were not participating or directly interested in the labour dispute.

The board then adjourned the hearing to a later date to obtain the necessary information about the employer's production for the years 1965-66-67, the accurate number of employees who had gone back to work and how many were not being employed in their usual occupation, so that it could decide when the work stoppage actually ended.

In a later hearing, the board decided that a delay of two months, starting from the time when all the employees had been called back to work—at the end of August 1967—was a reasonable time span enabling the company to attain normal production. "The board of referees, therefore, comes to the conclusion that, for the purposes of the Unemployment Insurance Act, the work stoppage shall be deemed to have terminated on October 31, 1967."

The union appealed to the Umpire: and the insurance officer submitted a statement saying, "I am of the opinion that the union is justified to claim that the stoppage of work ended on August 4."

The umpire said, "It has been established, as indicated in the board of referee's unanimous decision, that it is not sufficient for determining the end of the work stoppage that 85 per cent of the employees are back at work in their normal capacity; one must also determine at what time production reached 85 per cent of the production considered normal before the stoppage of work . . . I believe that, in view of the rather exceptional circumstances of this appeal, I must go even a little further and decide that it is not sufficient for determining the end of the work stoppage that 85 per cent of the employees are back at work in their normal capacity and production reached 85 per cent of the amount of normal production, but that one must consider another factor, that is, if and when the quality of production has become normal or has reached at least 85 per cent of normal. It is evidently useless to turn out the same quantity of a product if its quality is inferior to that attained before the stoppage of work and if it can be established that the decrease in quality is a direct result of the labour dispute . . .

"Now, it has been explained that it takes two months to attain the best production with a new vat, and that the quality of the produce of old vats that are restarted is not as good for some time as it was formerly."

The umpire said that the board of referees was right in deciding that the stoppage of work terminated on October 31, 1967. He upheld its decision and disallowed the appeal.

General topics

Wage schedules

During February, the Department of Labour prepared 306 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 198 contracts in these categories were awarded. In addition, 214 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, the St. Lawrence Seaway Authority and the Departments of Fisheries and Forestry, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in February for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	8	$ 79,360.86
RCMP	19	262,732.16
Supply and Services	97	756,957.00

During February, the sum of $2,735.82 was collected from 16 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 104 workers concerned.

Unemployment insurance fund

During February 1970, 26,819 investigations were finalized across Canada. Of these, 19,504 were on-premises investigations and 1,926 were selective investigations to verify the fulfilment of statutory conditions. The remaining 597 formal investigations and 4,792 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,447. Prosecutions were commenced in 232 cases, 231 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in February totalled $51,359,835.68 compared with $55,878,447.94 in January and $49,850,946.12 in February 1969. **Benefits paid in February totalled $77,632,465.72 compared with $76,500,419.58 in January and $67,393,893.92 in February 1969.** The balance in the Fund on February 28 was $498,887,817.48 compared with $525,160,447.52 on January 31 and $400,330,178.72 on February 28, 1969.

Employment Review

There was little change in employment between January and February. The number of persons employed in February was 7,505,000; unemployment, at 526,000, was 41,000 more than in January, and the labour force increased by 47,000 to 8,031,000. Seasonally adjusted, the unemployment rate in February was 4.8 per cent. Compared with a year ago, the labour force increased by 120,000, or 1.5 per cent; employment rose by 67,000, or 0.9 per cent. There were 53,000 more unemployed persons.

Employment

Total non-farm employment was about the same as in January. Employment in construction declined by 25,000; smaller changes occurred in other industries. There was little change in farm employment.

Compared with a year ago, employment in community, business and personal service showed the largest increase, 83,000. Employment in finance, insurance and real estate increased 39,000, and in transportation, com-

munication and other utilities, 18,000. Employment declines took place in construction, 28,000, and manufacturing, 17,000. Farm employment decreased by 24,000.

Regionally, the largest relative annual rise in employment was recorded in British Columbia, 6.5 per cent. This compares with increases of 1.3 per cent in Quebec and 0.7 per cent in Ontario. In the Prairies, employment was below the February 1969 level by 1.7 per cent, and in the Atlantic region by 1.3 per cent.

Unemployment

Unemployment, at 526,000, was 41,000 higher than in January. Compared with a year earlier, the number of unemployed persons was 53,000 higher.

Of the total unemployed in February, 165,000, or 31 per cent, had been unemployed for less than one month, 39 per cent for one to three months, and 30 per cent for four months or more.

Unemployment in February represented 6.5 per cent of the labour force, compared with 6.0 per cent in February 1969 and 6.4 per cent in February 1968.

U.S. employment review

Unemployment declined in March to 3,700,000 from 3,800,000 in February. Seasonally adjusted, the unemployment rate in March was 4.4 per cent, compared with 4.2 per cent in February; the actual rate of unemployment was 4.56 per cent compared with 4.48 per cent in February. The civilian labour force in March was 81,690,000.

Unemployment in February was 3,800,000 compared with 3,400,000 in January. The seasonally adjusted unemployment rate was 4.2 per cent, compared with 3.9 per cent in January. The civilian labour force in February totalled 84,625,000.

June credits

Unemployment insurance report, p. 430, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 441, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 438, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 433, originates with the Legislation Branch of the Department of Labour.

Barriers to a fair appraisal, p. 421, originates with the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 403, 404, 405, 406, 407, 408, 435. Public Archives of Canada: p. 398. Wamboldt-Waterfield Photography Ltd., Halifax: p. 401. Pridham's Studio, Truro, N.S.: p. 402. Murray MacGowan: p. 410, 411, 412. Terry Pearce: p. 416, 418, 419, 420.

Omissions

There will be no B table this month. Information for the table, Estimates of Labour Income by Industry, was not available from the Dominion Bureau of Statistics at press time.

Useful criticism

Dr. Lita-Rose Betcherman, Director of the Women's Bureau, Ontario Department of Labour, recently called our attention to a number of errors that appeared in the article, "Why Wives Want to Work" (L.G., Jan., p.48). The article has provoked a great deal of interest since its appearance, so to put the record straight, we are reproducing Dr. Betcherman's criticism in full:

"I welcome the opportunity to fill in a few gaps in an otherwise useful review of our research study, 'Women Returning to the Labour Force.'

"There are several omissions in the review which serve to distort the findings of the study.

"First, it should have been pointed out that the 'typical' woman of the study is not the average woman who goes back to work after raising a family. The sample included only women with high school education or better. This pre-selection determined various correlations. For example, educated women marry educated men, who, in turn, earn better than average income. Unlike the majority of mature women who return to the labour force, these women were not compelled by economic necessity.

"This brings me to my second correction. By listing 'extra income' first among their reasons for going back to work, your reviewer distorted the motivation of the women. Actually, money was a relatively unimportant factor in their decision. Most of them were going to work because they wanted to, not because they had to.

"My main criticism, however, is the surprising omission of the research results. The review neglected to report that three to six months after receiving counselling, 61 per cent of the women had taken action beyond the planning stage—half of them proceeding into educational and training programs, and half into immediate employment. This is an encouraging success rate for a group of prospective workers as out of touch with the labour force as were these housewives.

"The emergence of the re-entry to the labour force—the mature woman who goes to work at the point of diminishing home responsibilities—is a very important development in the area of human resources. Statistically, she and her cohorts are the most rapidly growing sector of the total labour force. But this new labour force has to be understood before it can be fully utilized. The Ontario Women's Bureau Report is the first Canadian data on the re-entry. We hope that it will help to acquaint government and industry with her problems and potential."

Publications in the library

List No. 255

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Collective bargaining

■ **No. 1—Flanders, Allan.** The Fawley productivity agreements; a case study of management and collective bargaining. [2d ed.] London, Faber & Faber [1966] 360 p.

■ **No. 2—Great Britain. National Board for Prices and Incomes.** Productivity agreements. London, HMSO [1969] 47 p. This is the Board's second report on productivity agreements; the first report, in July 1967, was issued as Report no. 36.

■ **No. 3—Rukeyser, Merryle Stanley.** Collective bargaining: the power to destroy; new and better ways to industrial peace. New York, Delacorte Press [1969, 1968] xvi, 220 p.

■ **No. 4—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; paid vacation and holiday provisions. Washington [GPO, 1969] 147 p.

Industrial relations

■ **No. 5—Boulware, Lemuel Ricketts.** The truth about Boulwarism; trying to do right voluntarily. Washington, Bureau of National Affairs, inc. [c1969] xi, 180 p. The author is a former vice-president of General Electric Company and the originator of "Boulwarism".

■ **No. 6—Windmuller, John Philip.** Labor relations in the Netherlands. Ithaca, N.Y., Cornell University Press [1969] xvi, 469 p.

Industry

■ **No. 7—Neufeld, Edward Peter.** A global corporation; a history of the international development of Massey-

Ferguson limited. [Toronto] University of Toronto Press, 1969. ix, 427 p.

■ **No. 8—Singer, Jacques Joachim.** Trade liberalization and the Canadian steel industry. [Toronto] Published for the Private Planning Association of Canada by University of Toronto Press, 1969. 140 p.

Labour supply

■ **No. 9—Easterlin, Richard Ainley.** Population, labor force, and long swings in economic growth; the American experience. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1968. xx, 298 p.

■ **No. 10—Ginzberg, Eli.** Manpower agenda for America; [essays] New York, McGraw-Hill [c1968] viii, 250 p.

Labouring classes

■ **No. 11—Perlman, Richard.** Labor theory. New York, Wiley [1969] ix, 237 p.

■ **No. 12—Stok, Theodorus Leonardus.** The worker and quality control. Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan [1965] xi, 207 p. The author sets out to show that "visual presentation of quality can have a favorable effect upon job satisfaction."

■ **No. 13—Tracey, William R.** Evaluating training and development systems. [New York] American Management Association [1968] 304 p.

Management

■ **No. 14—Allen, Louis A.** The management profession. New York, McGraw-Hill [1964] xii, 375 p.

■ **No. 15—March, James Gardner, ed.** Handbook of organizations. Chicago, Rand McNally [1965] xvi, 1247 p.

■ **No. 16—Roethlisberger, Fritz Jules.** Man-in-organization; essays of F. J. Roethlisberger. Cambridge, Belknap Press of Harvard University Press. 1968. xi, 322 p.

■ **No. 17—Tannenbaum, Arnold Sherwood.** Control in organizations [edited by] Arnold S. Tannenbaum. New York, McGraw-Hill [1968] xii, 325 p.

Negroes—employment

■ **No. 18—Ferman, Louis Abbott.** The Negro and equal employment opportunities; a review of management experiences in twenty companies. New York, Praeger [1968] xv, 195 p.

■ **No. 19—Northrup, Herbert Roof, ed.** The Negro and employment opportunity; problems and practices. Edited by Herbert R. Northrup and Richard L. Rowan. Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan [1965] xiii, 411 p. Papers presented at a conference held on November 13, 1964 and sponsored by the Labor Relations Council of the Wharton School of Finance and Commerce, University of Pennsylvania.

Miscellaneous

■ **No. 20—Blocher, Donald H.** Developmental counseling [by] Donald H. Blocher, New York, Ronald Press Co. [1966] viii, 250 p.

■ **No. 21—The Distribution of national income:** proceedings of a conference held by the International Economic Association; edited by Jean Marchal and Bernard Ducros. London, Macmillan; New York St. Martin's Press, 1968. iii-xxx, 734 p. Held at Palermo, Sicily in 1964.

■ **No. 22—International Conference on Human Rights,** Teheran, 1968. Final act of the International Conference on Human Rights, Teheran, 22 April to 13 May 1968. New York, United Nations, 1968. 61 p.

■ **No. 23—Odiorne, George Stanley.** Effective college recruiting, by George S. Odiorne and Arthur S. Hann. Ann Arbor, Bureau of Industrial Relations, University of Michigan [1961] 288 p.

■ **No. 24—Schindeler, Frederick Fernand.** Responsible government in Ontario. [Toronto] University of Toronto Press [1969] xiv, 295 p.

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Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended February 21, 1970		8,031	+ 0.6	+ 1.5
Employed		7,505	+ 0.1	+ 0.9
Agriculture		430	+ 1.9	− 5.3
Non-agriculture		7,075	—	+ 1.3
Paid workers		6,526	+ 0.1	+ 1.3
At work 35 hours or more		5,992	+ 1.5	− 0.1
At work less than 35 hours		1,235	− 3.9	+ 6.8
Employed but not at work		278	−10.0	− 1.1
Unemployed		526	+ 8.5	+11.2
Atlantic		68	+ 9.7	+ 3.0
Québec		195	+ 9.6	+ 4.8
Ontario		136	+ 9.7	+17.2
Prairie		70	+16.7	+34.6
British Columbia		57	− 6.6	+ 7.5
Without work and seeking work		469	+10.9	+ 8.3
On temporary layoff up to 30 days		57	− 8.1	+42.5
INDUSTRIAL EMPLOYMENT (1961 = 100)†	January	124.5	− 1.6	+ 2.6
Manufacturing employment (1961 = 100)†	January	122.9	− 0.3	− 0.9
IMMIGRATION	Year 1969	161,531	—	−12.2
Destined to the labour force	Year 1969	84,349	—	−11.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	February	70	+22.8	+12.9
No. of workers involved	February	13,551	+60.8	−12.4
Duration in man days	February	120,990	+17.6	−11.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	January	122.37	+ 4.5	+ 7.3
Average hourly earnings (mfg.)†	January	2.94	+ 0.7	+ 8.5
Average weekly hours paid†	January	39.3	+ 5.6	− 2.0
Average weekly wages (mfg.)†	January	115.35	+ 6.1	+ 6.4
Consumer price index (1961 = 100)	February	128.7	+ 0.4	+ 5.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	December	113.9	− 6.6	+ 1.3
Total labour income (Millions of dollars)†	January	(data unavailable at press time)		
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	January	170.7	− 0.8	+ 3.6
Manufacturing	January	167.7	− 1.8	+ 2.0
Durables	January	187.3	− 1.8	+ 0.8
Non-durables	January	151.8	− 1.6	+ 3.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	January	6,849	−41.0	−39.4
Completions	January	10,106	−20.5	+ 5.0
Under construction	January	111,081	− 2.9	+ 2.5

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended February 21, 1970

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,031	621	2,243	3,003	1,315	849
Men	5,466	431	1,552	2,016	898	569
Women	2,565	190	691	987	417	280
14-19 years	721	58	201	241	140	81
20-24 years	1,207	120	376	407	191	113
25-44 years	3,491	239	1,002	1,340	535	375
45-64 years	2,418	191	617	938	413	259
65 years and over	194	13	47	77	36	21
EMPLOYED	7,505	533	2,048	2,867	1,245	792
Men	5,048	372	1,396	1,914	840	526
Women	2,457	181	652	953	405	266
Agriculture	430	18	89	105	196	22
Non-agriculture	7,075	535	1,959	2,762	1,049	770
Paid Workers	6,526	490	1,784	2,568	978	706
Men	4,256	325	1,189	1,670	612	460
Women	2,270	165	595	898	366	246
UNEMPLOYED	526	68	195	136	70	57
Men	418	59	156	102	58	43
Women	108	*	39	34	12	14
PERSONS NOT IN LABOUR FORCE	6,842	757	2,014	2,323	1,088	660
Men	1,904	252	548	612	312	180
Women	4,938	505	1,466	1,711	776	480

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended February 21, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,873	2,466	4,232	1,163	4,320	1,134	1,558
LABOUR FORCE	8,031	721	4,010	898	1,452	756	194
Employed	7,505	624	3,788	788	1,404	724	187
Unemployed	526	97	222	120	48	32	**
NOT IN LABOUR FORCE	6,842	1,745	222	265	2,868	378	1,364
PARTICIPATION RATE†							
1970—February 21	54.0	29.2	94.8	77.2	33.6	66.7	12.5
January 17	53.8	28.7	94.6	77.6	33.4	66.8	12.0
UNEMPLOYMENT RATE‡							
1970—February 21	6.5	13.5	5.5	13.4	3.3	4.2	**
January 17	6.1	14.4	4.8	12.6	2.9	3.7	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended February 21, 1970

	Feb. 21 1970	Jan. 17 1970	Feb. 15 1969
	(in thousands)		
TOTAL UNEMPLOYED	526	485	473
On temporary layoff up to 30 days	57	62	40
Without work and seeking work	469	423	433
Seeking:			
Full-time work	445	401	408
Part-time work	24	22	25
Under 1 month	108	108	88
1-3 months	202	194	195
4-6 months	98	67	90
More than 6 months	61	54	60

Source: Labour Force Survey, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at December 1969 employers in the principal non-agricultural industries reported a total employment of 3,751,077. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November*	130.1	155.2	121.42	126.4	156.0	127.18
December†	126.5	149.7	117.09	123.3	150.2	122.46

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	115.5	120.5	114.3	98.20	101.01	90.39
Newfoundland	114.3	122.4	113.5	107.10	111.14	97.81
Prince Edward Island	124.1	132.8	137.5	80.08	82.76	73.80
Nova Scotia	115.3	118.5	113.6	94.95	97.99	87.00
New Brunswick	115.6	120.5	113.7	98.15	99.71	91.50
Québec	118.4	122.2	116.1	113.88	118.41	108.12
Ontario	131.6	134.9	127.9	120.46	125.21	113.22
Prairie Region	125.5	128.6	121.2	112.18	115.12	104.91
Manitoba	116.6	120.6	113.5	105.72	108.57	100.88
Saskatchewan	114.5	116.9	117.5	108.38	110.39	103.17
Alberta	137.5	140.2	129.2	118.11	121.51	108.56
British Columbia	139.2	142.4	129.0	129.54	134.23	120.20
CANADA	126.5	130.1	122.7	117.09	121.42	109.95
URBAN AREAS						
St. John's	133.0	137.6	136.3	91.07	93.87	84.94
Halifax	125.3	126.0	120.9	96.68	99.99	89.19
Sydney	91.7	91.3	98.9	102.30	101.43	94.98
Moncton	136.5	143.1	117.3	94.94	95.91	87.85
Saint John	114.8	113.6	117.8	93.78	99.47	87.98
Chicoutimi	111.0	113.6	109.1	138.96	134.55	123.54
Montreal	121.1	124.5	119.2	114.07	119.13	109.49
Québec	116.9	121.8	116.0	100.07	104.63	94.28
Shawinigan	92.8	94.4	98.3	121.19	119.48	111.87
Sherbrooke	116.2	118.6	112.0	97.18	100.86	91.63
Trois-Rivières	114.9	117.8	109.6	108.48	113.48	102.82
Ottawa-Hull	139.6	142.3	132.7	110.18	113.53	102.42
Belleville	126.0	130.8	120.0	101.20	107.07	93.57
Brampton	286.6	292.3	273.1	119.16	125.87	112.85
Brantford	131.6	139.4	125.5	108.27	110.28	103.69
Fort William-Port Arthur	124.4	126.1	122.9	115.16	119.70	108.33
Guelph	142.7	144.2	134.9	110.17	114.96	101.72
Hamilton	123.2	125.7	121.4	125.56	127.58	115.69
Kingston	127.0	128.7	123.8	120.36	114.81	115.47
Kitchener	155.6	159.1	148.9	106.23	111.79	99.53
London	124.4	128.6	122.5	111.26	115.13	105.18
Niagara Falls	103.7	109.6	100.3	116.63	116.55	112.02
Oshawa	143.4	146.3	143.1	126.14	140.15	130.10
Peterborough	141.8	148.9	136.0	123.17	126.38	116.50
Sarnia	142.3	145.3	138.6	148.64	155.19	139.36
Sault Ste. Marie	113.2	109.5	122.2	139.89	136.58	127.04
Sudbury	125.0	125.1	119.3	149.84	146.49	136.83
St. Catharines	142.6	145.9	142.2	125.09	133.68	126.66
Timmins	71.1	71.5	70.8	105.95	111.90	99.57
Toronto	134.6	138.5	130.0	121.89	127.10	113.77
Welland	109.1	111.1	109.6	133.88	140.32	122.05
Windsor	153.1	157.2	155.2	123.61	144.48	124.53
Winnipeg	121.4	125.8	116.6	99.70	102.41	94.54
Regina	120.5	120.8	123.2	103.83	105.55	99.07
Saskatoon	134.7	140.2	144.9	102.90	102.87	97.83
Calgary	148.4	151.6	139.1	117.15	121.16	106.31
Edmonton	146.8	150.1	137.8	110.76	115.49	102.34
Vancouver	142.9	146.0	133.0	125.88	129.57	116.71
Victoria	136.3	138.9	124.0	113.22	115.35	104.08

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
December 1969*	—	123.5	849.0	815.4	338.4	—	1,122.7	304.8	1,143.5	671.9	423.3	6,511.0
November 1969*	72.3	124.0	873.2	835.4	400.6	670.1	1,124.8	303.7	1,141.0	697.2	422.9	6,670.3
December 1968†	53.3	118.2	836.9	792.5	309.7	637.2	1,055.5	287.8	1,123.1	616.9	397.8	6,235.9
NEWFOUNDLAND												
November 1969*	2.4	5.6	10.1	1.9	8.3	13.5	15.3	2.2	20.5	7.5	8.1	95.4
October 1969*	2.5	5.8	10.7	2.1	10.7	14.0	16.0	2.3	20.5	8.5	8.3	101.4
November 1968†	2.5	5.6	9.2	1.9	9.2	14.4	17.3	2.0	23.9	7.6	8.0	101.5
PRINCE EDWARD ISLAND												
November 1969*	0.2	—	2.5	0.5	2.4	3.5	7.3	0.7	5.0	3.1	2.2	27.5
October 1969*	0.1	—	2.7	0.6	2.8	3.5	6.3	0.7	6.3	3.0	2.4	28.2
November 1968†	—	—	2.4	0.5	2.0	3.6	4.3	0.6	6.0	1.5	2.0	23.1
NOVA SCOTIA												
November 1969*	2.7	5.6	19.0	14.9	16.3	21.7	34.9	7.1	44.7	15.8	20.7	203.3
October 1969*	2.9	5.7	19.1	14.7	17.3	21.9	34.9	7.1	44.4	16.7	21.0	205.8
November 1968†	2.2	7.0	18.6	14.0	14.4	22.0	33.8	6.7	38.4	14.0	20.6	191.7
NEW BRUNSWICK												
November 1969*	7.0	2.3	17.4	10.5	11.4	20.7	28.3	4.7	33.9	10.9	12.3	159.5
October 1969*	7.6	2.4	18.8	10.1	13.6	21.2	27.6	4.7	32.4	11.2	12.1	161.7
November 1968†	6.1	2.4	17.5	11.4	9.4	19.9	27.1	4.5	31.5	10.3	10.8	150.8
QUÉBEC												
November 1969*	22.8	25.5	327.5	204.7	88.4	182.6	277.9	85.1	313.4	176.9	93.9	1,798.6
October 1969*	25.3	26.4	336.9	205.4	94.9	185.1	272.4	85.0	309.3	179.5	93.4	1,813.6
November 1968†	20.9	24.8	324.4	200.3	85.1	181.2	260.0	80.3	302.9	159.4	86.7	1,726.0
ONTARIO												
November 1969*	11.5	34.7	377.9	468.2	160.5	219.1	452.6	131.6	418.5	285.9	171.5	2,732.1
October 1969*	11.8	23.2	383.9	461.6	166.9	219.3	442.1	131.2	406.4	291.7	173.2	2,711.3
November 1968†	11.1	35.3	376.7	453.7	154.9	211.0	410.3	122.9	414.5	256.4	167.7	2,614.6
MANITOBA												
November 1969*	0.9	7.7	28.2	22.7	16.1	45.9	58.7	13.8	51.9	33.2	20.2	299.3
October 1969*	1.2	8.0	28.9	23.0	18.1	46.6	58.4	13.6	52.3	33.9	20.1	304.1
November 1968†	0.7	6.8	28.1	20.4	16.9	45.7	53.7	13.1	51.1	30.1	19.3	286.0
SASKATCHEWAN												
November 1969*	0.5	5.8	10.1	5.1	12.4	25.7	40.3	8.3	47.7	19.7	18.7	194.4
October 1969*	0.4	5.8	9.9	5.3	14.2	26.4	39.6	8.2	47.6	21.3	20.8	199.5
November 1968†	0.6	5.2	10.0	5.6	15.0	26.5	40.7	8.3	47.4	19.7	17.4	196.5
ALBERTA												
November 1969*	1.7	22.5	27.7	27.9	41.3	52.0	89.1	19.7	95.5	60.8	32.5	470.7
October 1969*	1.7	22.0	27.8	27.1	43.3	53.2	88.0	20.0	92.5	60.9	32.9	469.5
November 1968†	1.7	21.2	26.8	23.8	36.6	49.0	84.2	18.8	97.1	52.5	31.8	443.5
BRITISH COLUMBIA												
November 1969*	22.7	11.4	52.7	79.0	42.6	83.5	119.1	30.2	108.5	81.8	40.3	671.8
October 1969*	23.9	11.3	54.0	79.5	45.8	79.1	118.3	29.9	103.5	86.2	40.4	672.0
November 1968*	20.2	9.7	50.9	74.2	37.9	76.4	108.5	31.1	108.3	73.6	38.6	630.0

*Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.
**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. ‡Excludes non-civilian employees.
Basis: 1960 Standard Industrial Classification.
Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	December 1969	November 1969	December 1968	December 1969	November 1969	December 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.1	111.4	108.3	153.19	153.91	141.82
Metals	103.1	103.1	102.1	154.21	154.42	142.67
Mineral fuels	101.4	100.0	103.6	166.29	163.31	149.96
Non-metals except fuels	130.1	130.9	111.9	143.17	137.98	131.14
Quarries and sand pits	95.9	116.4	84.4	115.35	135.85	108.48
Services incidental to mining	169.3	165.7	166.5	151.27	160.80	143.82
MANUFACTURING	123.3	126.4	121.4	122.46	127.18	114.92
Durable goods	136.5	139.5	133.4	129.81	137.13	122.61
Non-durable goods	112.5	115.9	111.7	115.25	117.49	107.50
Food and beverages	101.4	107.5	102.5	112.29	112.59	103.68
Foods	100.1	106.8	101.2	108.42	108.80	100.20
Beverages	109.1	111.8	111.0	134.75	135.42	123.71
Tobacco processing and products	106.3	107.8	108.7	117.76	124.03	110.78
Rubber products	116.0	120.2	121.2	129.59	136.04	114.66
Leather products	91.5	94.5	99.2	74.07	82.73	71.10
Textile products	117.5	119.2	119.1	99.17	105.43	96.22
Knitting mills	113.8	117.9	114.6	71.74	80.03	68.61
Clothing	105.0	109.0	104.5	68.05	76.09	66.05
Wood products	108.1	111.1	109.9	110.58	116.61	104.58
Furniture and fixtures	134.1	138.8	127.5	93.76	105.47	86.42
Paper and allied industries	121.5	121.0	117.7	149.21	146.84	137.98
Printing, publishing and allied industries	115.3	117.3	113.6	127.49	130.73	119.84
Primary metal industries	128.3	127.8	126.9	151.16	149.94	137.54
Metal fabricating industries	134.1	138.2	130.5	124.02	134.17	116.28
Machinery, except electrical	154.6	155.0	143.4	141.01	144.68	131.02
Transportation equipment	156.9	159.3	153.3	133.90	151.93	134.78
Electrical products	148.7	152.2	145.1	126.34	128.65	117.33
Non-metallic mineral products	114.4	122.8	113.8	129.53	135.64	120.71
Petroleum and coal products	102.7	103.0	102.1	186.58	186.80	174.26
Chemicals and chemical products	119.2	120.1	117.2	143.72	143.31	133.68
Miscellaneous manufacturing industries	152.0	159.3	137.7	103.84	107.39	97.84
CONSTRUCTION	106.7	126.0	103.1	130.16	160.00	118.07
Building	121.9	140.0	114.5	127.34	160.54	115.27
Engineering	80.7	101.9	83.3	137.45	158.75	124.74
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.4	112.5	109.5	134.90	137.00	126.07
Transportation	105.5	108.1	105.9	132.60	135.86	123.72
Storage	107.0	109.5	112.1	119.51	121.87	114.02
Communication	121.3	121.5	117.1	132.77	130.63	123.05
TRADE	145.5	145.2	139.8	94.93	94.79	89.04
Wholesale trade	131.0	133.4	124.0	120.44	120.66	113.65
Retail trade	153.4	151.7	148.2	82.97	82.32	77.73
FINANCE, INSURANCE AND REAL ESTATE	141.7	141.8	133.6	115.89	115.07	109.77
Financial institutions	147.2	147.0	137.5	114.46	113.15	108.29
Insurance and real estate	134.5	134.9	128.4	117.98	117.88	111.89
SERVICE	168.9	175.3	156.1	86.34	86.34	81.52
Recreational services	135.6	149.8	133.3	79.75	81.03	73.89
Business services	187.9	195.4	173.0	136.12	133.88	128.18
Personal services	155.2	160.4	144.2	63.72	64.04	59.93
Miscellaneous services	214.0	217.5	187.1	85.42	86.55	83.68
INDUSTRIAL COMPOSITE	126.5	130.1	122.7	117.09	121.42	109.94

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	39.9	41.2	40.0	3.50	3.45	3.22	139.79	142.09	128.72
Metals	40.3	41.0	40.1	3.60	3.57	3.34	145.07	146.29	133.66
Mineral fuels	40.7	40.4	42.4	3.18	3.07	2.70	129.40	123.91	114.46
Non-metals, except fuels	41.9	40.0	40.2	3.24	3.21	2.98	135.90	128.43	119.63
Quarries and sand pits	37.5	46.5	38.4	2.90	2.85	2.56	108.59	132.73	98.05
Services incidental to mining	36.3	42.2	37.6	3.79	3.71	3.58	137.76	156.75	134.33
MANUFACTURING	37.2	40.4	38.0	2.92	2.88	2.70	108.67	116.18	102.56
Durable goods	37.5	41.0	38.6	3.10	3.10	2.88	116.33	127.23	110.89
Non-durable goods	37.0	39.7	37.4	2.73	2.64	2.51	100.70	104.84	94.00
Food and beverages	37.5	39.6	37.3	2.64	2.56	2.44	99.03	101.23	90.92
Foods	37.2	39.5	37.0	2.56	2.47	2.37	95.27	97.56	87.75
Beverages	39.4	40.2	39.4	3.19	3.19	2.89	125.76	128.09	113.93
Tobacco processing and products	32.3	37.4	33.9	3.13	2.95	2.88	101.10	110.59	97.55
Rubber products	38.5	42.2	37.4	3.09	3.04	2.73	118.84	128.53	102.21
Leather products	32.6	38.5	34.7	1.98	1.94	1.82	64.38	74.75	62.99
Textile products	36.7	41.1	39.2	2.30	2.27	2.15	84.39	93.22	84.56
Miscellaneous textiles	32.5	39.6	36.7	2.39	2.40	2.21	77.59	95.18	81.27
Knitting mills	35.3	40.8	37.3	1.74	1.74	1.61	61.32	71.07	59.95
Clothing	30.5	36.6	32.2	1.93	1.88	1.81	58.98	68.77	58.16
Wood products	36.8	39.7	37.9	2.83	2.79	2.60	104.13	110.77	98.71
Furniture and fixtures	36.3	42.5	36.4	2.30	2.31	2.10	83.46	98.04	76.48
Paper and allied industries	41.6	41.0	40.8	3.39	3.38	3.17	141.04	138.29	129.10
Pulp and paper mills	43.1	41.2	42.3	3.68	3.69	3.44	158.70	151.95	145.46
Printing, publishing and allied industries	36.0	38.0	36.4	3.37	3.38	3.14	121.09	128.72	114.25
Primary metal industries	40.0	40.3	39.4	3.53	3.48	3.25	141.34	140.47	127.98
Iron and steel mills	39.7	39.7	39.5	3.73	3.69	3.36	148.08	146.50	132.84
Metal fabricating industries	37.4	41.2	38.4	3.02	3.09	2.77	112.95	127.43	106.30
Machinery, except electrical	38.5	41.2	38.5	3.25	3.24	3.00	125.14	133.57	115.50
Transportation equipment	34.6	41.4	38.6	3.36	3.42	3.17	116.30	141.49	122.50
Aircraft and parts	38.0	42.8	39.2	3.38	3.42	3.09	128.21	146.63	121.07
Motor vehicles	33.4	41.0	39.0	3.48	3.56	3.29	116.36	145.73	128.50
Assembling	31.5	42.5	39.6	3.82	3.92	3.49	120.30	166.81	138.10
Parts and accessories	35.0	39.7	38.8	3.30	3.32	3.16	115.61	131.93	122.66
Shipbuilding and repairing	34.2	40.2	34.2	3.28	3.33	3.10	112.13	133.74	106.02
Electrical products	38.7	40.6	38.4	2.77	2.75	2.59	107.32	111.64	99.44
Communications equipment	39.9	40.7	38.2	2.69	2.70	2.49	107.14	109.68	94.93
Non-metallic mineral products	39.5	42.4	39.8	3.04	3.05	2.79	119.83	129.54	111.03
Petroleum and coal products	43.0	42.9	43.5	4.02	3.94	3.73	172.73	168.93	162.35
Chemical and chemical products	40.2	41.0	40.2	3.11	3.06	2.91	124.87	125.47	116.78
Miscellaneous manufacturing industries	36.9	40.5	37.2	2.36	2.30	2.17	87.05	93.05	80.85
CONSTRUCTION	30.4	40.4	31.1	3.95	3.93	3.46	120.03	158.72	107.87
Building	28.8	39.1	29.5	4.11	4.09	3.57	118.48	160.02	105.27
General contractors	30.0	39.3	29.5	4.07	4.02	3.48	122.10	158.32	102.55
Special trade contractors	28.0	38.9	29.5	4.14	4.14	3.64	115.83	161.31	107.32
Engineering	34.5	43.6	35.2	3.60	3.57	3.25	124.27	155.59	114.18
Highways, bridges and streets	34.8	43.1	37.0	3.04	3.12	2.69	105.72	134.52	99.41
Other engineering	34.2	44.0	33.8	4.06	3.99	3.71	139.03	175.22	125.40
OTHER INDUSTRIES									
Urban transit	41.6	41.5	41.7	3.54	3.54	3.32	146.99	146.72	138.30
Highway and bridge maintenance	37.8	39.6	38.0	2.73	2.63	2.58	103.27	104.35	98.32
Laundries, cleaners and pressers	35.1	37.8	35.3	1.69	1.66	1.54	59.23	62.50	54.44
Hotels, restaurants and taverns	31.3	31.8	32.3	1.71	1.67	1.57	53.47	53.27	50.63

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1968—December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November*	40.4	2.88	116.18	156.1	122.0
December†	37.2	2.92	108.67	146.0	113.9

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968
				$	$	$
Newfoundland	38.9	42.4	36.1	2.59	2.38	2.47
Nova Scotia	37.6	40.0	36.7	2.31	2.27	2.11
New Brunswick	37.7	40.3	39.2	2.56	2.41	2.25
Québec	37.1	41.2	38.0	2.61	2.56	2.43
Ontario	37.4	40.3	38.3	3.05	3.03	2.82
Manitoba	36.6	39.6	37.3	2.59	2.57	2.36
Saskatchewan	38.8	39.7	38.8	3.11	3.04	2.89
Alberta	38.0	39.7	37.9	3.04	3.04	2.73
British Columbia	36.3	37.8	36.5	3.61	3.60	3.36

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900

Table E-4—Benefit Payments, by Province, January 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	120,328	4,046,292
Prince Edward Island	22,507	718,096
Nova Scotia	98,102	3,270,279
New Brunswick	109,149	3,468,668
Québec	726,096	25,308,939
Ontario	641,800	22,397,080
Manitoba	83,771	2,913,905
Saskatchewan	83,680	2,901,280
Alberta	89,556	3,192,633
British Columbia	222,644	8,283,248
Total, Canada, January 1970	2,197,633	76,500,420
Total, Canada, December 1969	976,391	33,060,495
Total, Canada, January 1969	2,007,684	61,239,268

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	January 1970			January 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	266,144	211,501	54,643	267,291	210,201	57,090
Newfoundland	8,894	7,736	1,158	9,701	8,330	1,371
Prince Edward Island	1,904	1,657	247	2,145	1,837	308
Nova Scotia	13,450	11,546	1,904	14,341	12,098	2,243
New Brunswick	10,637	9,043	1,594	10,671	8,923	1,748
Québec	78,324	60,887	17,437	76,530	58,123	18,407
Ontario	88,234	67,892	20,342	78,567	59,463	19,104
Manitoba	9,981	8,330	1,651	10,098	8,293	1,805
Saskatchewan	9,318	7,831	1,487	9,690	8,182	1,508
Alberta	13,911	11,403	2,508	14,465	11,817	2,648
British Columbia	31,491	25,176	6,315	41,083	33,135	7,948

* In addition, revised claims received numbered 8,380.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants January 31, 1969
		1-4	5-13	14-26	27 or more*	
Canada	659,459	280,848	256,988	78,620	43,363	615,960
Male	475,819	214,792	193,871	44,930	22,226	447,589
Female	183,640	66,056	63,117	33,330	21,137	168,371
NEWFOUNDLAND	33,112	10,473	18,366	3,080	1,193	34,663
Male	29,769	9,724	16,764	2,514	767	31,115
Female	3,343	749	1,602	566	426	3,548
PRINCE EDWARD ISLAND	5,946	2,015	3,605	213	113	6,687
Male	4,657	1,532	3,005	70	50	5,216
Female	1,289	483	600	143	63	1,471
NOVA SCOTIA	33,991	15,589	12,959	3,003	2,440	32,953
Male	27,650	13,337	10,602	1,930	1,781	26,063
Female	6,341	2,252	2,357	1,073	659	6,890
NEW BRUNSWICK	32,369	11,289	15,759	3,758	1,563	32,513
Male	24,351	9,207	11,905	2,194	1,045	24,838
Female	8,018	2,082	3,854	1,564	518	7,675
QUÉBEC	204,255	81,818	81,145	26,458	14,834	187,039
Male	149,264	64,338	61,534	15,792	7,600	137,974
Female	54,991	17,480	19,611	10,666	7,234	49,065
ONTARIO	197,541	91,215	66,062	24,721	15,543	165,089
Male	127,486	63,718	43,670	12,775	7,323	103,342
Female	70,055	27,497	22,392	11,946	8,220	61,747
MANITOBA	25,693	11,788	10,069	2,663	1,173	22,710
Male	19,572	8,845	8,464	1,590	673	16,944
Female	6,121	2,943	1,605	1,073	500	5,766
SASKATCHEWAN	23,223	9,590	10,352	2,358	923	22,267
Male	18,194	7,627	8,791	1,381	395	17,891
Female	5,029	1,963	1,561	977	528	4,376
ALBERTA	28,042	13,988	9,840	2,923	1,291	27,788
Male	20,914	11,310	7,727	1,365	512	21,063
Female	7,128	2,678	2,113	1,558	779	6,725
BRITISH COLUMBIA	75,287	33,083	28,831	9,083	4,290	84,251
Male	53,962	25,154	21,409	5,319	2,080	63,143
Female	21,325	7,929	7,422	3,764	2,210	21,108

*The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
				(1949 = 100)				
February	166.3*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—February, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 70	Jan. 69	Feb. 69							
					(1961 = 100)					
St. John's, Nfld.	121.9	120.9	117.8	124.2	115.1	126.7	114.3	132.9	111.9	144.2
Halifax	123.6	123.2	115.5	132.4	116.2	122.3	116.1	138.8	126.8	127.8
Saint John	123.2	122.4	116.3	130.1	115.1	127.8	120.2	131.2	129.7	126.4
Montreal	124.2	123.5	120.4	129.2	115.2	122.0	124.8	130.4	139.0	128.4
Ottawa	126.5	125.7	120.1	132.9	117.5	127.1	121.3	140.8	136.2	132.2
Toronto	127.2	126.8	121.2	131.0	120.2	128.4	130.2	137.5	124.5	130.3
Winnipeg	126.7	126.2	120.4	133.1	114.7	134.0	126.7	145.1	129.1	129.1
Saskatoon-Regina	122.1	121.7	117.7	129.5	114.8	126.9	115.9	127.5	128.8	122.1
Edmonton-Calgary	123.7	123.5	119.2	125.9	117.7	125.1	121.1	141.5	131.1	124.3
Vancouver	121.4	121.0	117.3	129.3	115.2	125.3	117.4	129.9	118.8	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year		Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1969	556	585	301,954	7,736,710	0.46
*1969—March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, March 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	2	2	1,044	17,660
Manufacturing	15	40	7,743	122,110
Construction	4	6	1,493	7,290
Transportation and utilities	7	8	5,661	13,090
Trade	1	4	97	640
Finance	—	—	—	—
Service	2	7	564	4,910
Public administration	—	1	17	360
All industries	31	68	16,619	166,060

Table G-3—Strikes and Lockouts, by Jurisdiction, March 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	1	2	2,505	31,730
New Brunswick	2	3	858	17,100
Québec	4	12	1,158	10,300
Ontario	19	33	5,708	61,700
Manitoba	—	—	—	—
Saskatchewan	—	1	13	270
Alberta	—	3	264	3,970
British Columbia	1	9	1,404	33,690
Federal	4	5	4,709	7,300
All jurisdictions	31	68	16,619	166,060

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Brunswick Mining Smelting Corp. Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	814	16,280	16,280	Mar. 3 —	Wages, length of contract—
Wasamac Mines Ltd., Arntfield, Que.	Steelworkers Loc. 6558 (AFL-CIO/CLC)	230	1,380	1,380	Mar. 23 —	Wages, hours, fringe benefits—
Manufacturing						
FOOD AND BEVERAGES						
Silverwood Dairies Ltd., London, Ont.	Teamsters Loc. 647 (Ind.)	184	—	1,840	Feb. 16 Mar. 2	Failure to reach agreement—$ per wk. increase retroactive t Jan. 1, 1970, $6 Jan. 1, 1971, $ July 1, 1971 for Sales staff: $9.1 per wk. retroactive to Jan. 1 1970, $6-$7 Jan. 1, 1971, $5-$ per wk. July 1, 1971 for produc tion workers.
National Sea Products Ltd., Various locations, Nova Scotia.	Seafood Workers various locals (CLC)	1,200	25,200	32,400	Feb. 23 —	Wages, fringe benefits—
Canada Bread Co. Limited, Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	171	2,850	2,850	Mar. 7 —	Wages, working conditions—
Dominion Dairies, Borden Dairy and others, Toronto, Ont.	Teamsters Loc. 647 (Ind.)	800	9,990	9,990	Mar. 12 Mar. 28	Wages, working conditions— Wage increases varying accordin to classification, other benefits.
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,840	2,980	Feb. 27 —	Delay in signing new agreement—
TEXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	460	460	Mar. 26 —	Wages—
WOOD						
Weyerhaeuser Québec Ltée, Princeville, Cté Arthabaska, Qué.	Building and Woodworkers' Federation (CNTU)	132	1,980	20,850	Aug. 6 Mar. 23	Wages, hours, vacations, holiday —30% wage increase over thre years; other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1970 (Preliminary) (Cont.)

Industry / Employer	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
FURNITURE AND FIXTURES						
Canadian Association of Storefitting Manufacturers, Toronto, Ont.	Carpenters Loc. 2679 (AFL-CIO/CLC)	400	1,200	1,200	Mar. 26 —	Wages, job classification, vacation pay, union welfare fund—
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	3,050	3,050	Mar. 10 —	Breakdown in contract regotiations—
PRINTING & PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions (AFL-CIO/CLC)	1,197	29,930	44,290	Feb. 16 —	Newspapers ceased publishing operations and terminated agreements—
METAL FABRICATING						
Dynamic Industries Inc., Quebec, Que.	Auto Workers Loc. 1044 (CLC)	267	1,340	5,080	Feb. 10 Mar. 9	Wages, hours, other matters—32¢ an hr. increase over 14 mo. contract; reduction in hours from 42½ to 41½ hours per wk.
ELECTRICAL PRODUCTS						
Canadian Westinghouse Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	6,240	32,040	Dec. 1 Mar. 23	Wages, cost of living bonus, fringe benefits—25¢ an hr. increase first yr., 20¢ second yr.; other improved benefits.
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	6,480	6,480	Mar. 5 —	Wages, other benefits—
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	138,800	May 17 1968	Wages, union security, grievance procedures—
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC)	786	4,720	4,720	Mar. 20 —	Wages—
Construction						
Les Entreprises du Bon Conseil Ltée, Roberval, Que.	Building and Woodworkers' Federation (CNTU)	125	310	310	Mar. 2 Mar. 4	Alleged grievances—Return of workers when temporary agreement signed.
Ralph M. Parsons Const., Point Tupper, N.S.	Various unions	1,305	6,530	6,530	Mar. 23 Mar. 30	Attempt by workers' organizations to remove a co. supervisor—Return of workers when dispute settled.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1970 (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Transportation and Utilities						
TRANSPORTATION						
*Various trucking firms, Various locations, British Columbia.	Teamsters Loc. 31 (Ind.)	314	1,300	1,300	Mar. 12 Mar. 23	Not reported—Not reported.
*British Columbia Maritime Employers Association, Vancouver, B.C.	Longshoremen and Warehousemen Loc. 500 (CLC)	1,000	2,000	2,000	Mar. 30 Apr. 1	Alleged dispute over dispatch of work gangs—Return of workers.
COMMUNICATIONS						
*Post Office Department, Montreal, Qué.	Canadian Union of Postal Workers (CLC)	2,500	2,500	2,500	Mar. 3 Mar. 4	Slowness of negotiations—Return of workers.
*Post Office Department, Various locations, Canada.	Letter Carriers various locals (CLC)	865	870	870	Mar. 30 Mar. 31	Work on a paid holiday—Return of workers.
POWER, GAS AND WATER						
Consumers' Gas Co., Eleven centres in Ontario.	Chemical Workers Loc. 513 (AFL-CIO/CLC)	440	5,280	5,280	Mar. 13 —	Wages, fringe benefits—
Consumers' Gas Co., Toronto and Brampton, Ontario	Chemical Workers Loc. 161 (AFL-CIO/CLC)	500	500	500	Mar. 18 Mar. 19	In support of striking clerical workers local 513—Return of workers when arrangements to resume negotiations were made.
Service						
EDUCATION						
Commission Scolaire Régionale de la Mauricie, La Mauricie region, Que.	Public Service Employees' Federation (CNTU)	130	910	1,430	Feb. 24 Mar. 11	Wages, security of employment—Wage increase, other improvements.
PERSONAL SERVICES						
Canteen of Canada, Toronto, Brantford, St. Catharines and London, Ont.	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	275	1,380	4,760	Feb. 12 Mar. 9	Wages, fringe benefits—70¢ per hr. increase for males, 57¢ for females over a 2-yr. contract, other benefits.
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,100	5,300	Jan. 15 —	Wages, union security—

*Federal jurisdiction.

The Labour Gazette



Self-respect is probably the most potent motivatór of satisfactory performance and disciplined behaviour. Fear may bring about temporary conformity with the wishes of management, but it will also engender anger and undesirable results in the long run. See "Discipline without Punishment," on p. 475.



The Labour Gazette
Official Journal Canada Department of Labour

Vol. 70, No. 7/July 1970

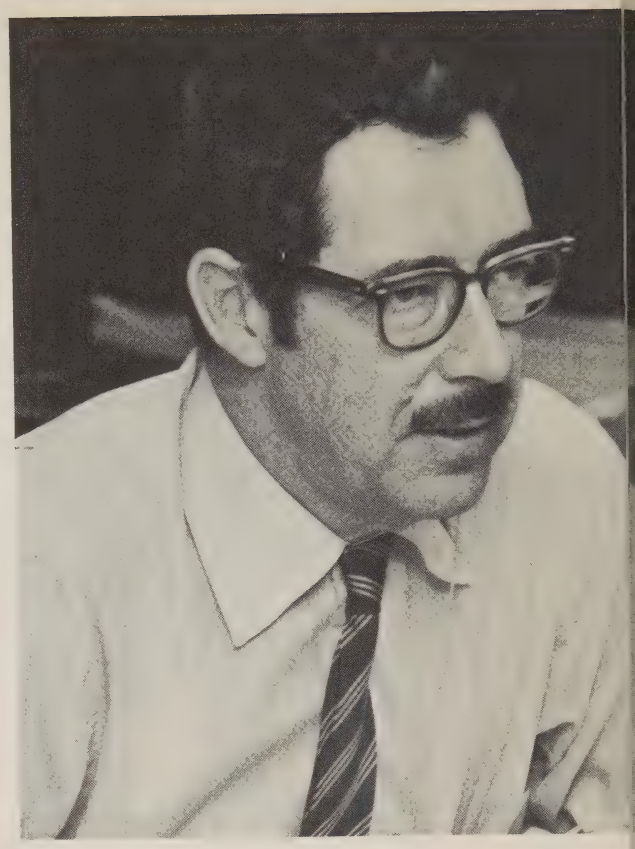
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News briefs

■ **John W. Bruce, aged 94, "grand old man of Canadian labour" died in April.** He became a member of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada in 1906 and remained a member until his death. In 1910, he was elected General Organizer of the union, and was re-elected at each succeeding convention until his retirement in 1963.

He was a delegate to several ILO meetings, and a member of the Dominion Council of Health, and he served on the National War Labour Supply Board during World War II. Mr. Bruce was born in Australia where he became a journeyman plumber in 1897, and later lived in South Africa before coming to Canada.



David Monk

■ **David Monk has left his position as Director Public Relations and Information Services with the Ca ada Department of Labour to become Director, Comm nications Division, Treasury Board.** Mr. Monk first car to the federal service in 1962 as Information Direct of the Department of Forestry, and remained with th Development through its transition to Forestry a Rural Department. He joined the Canada Departme of Labour in 1967. As Director of Information with t Department of Labour, Mr. Monk guided the introdu tion of the new format of The Labour Gazette and the new departmental symbol. He and his staff orga ized the first background briefing for the press held the Department, and played an important role in t organization of and publicity for the National Tripart Conference held in 1969.

■ **The International Union of District 50, Allied a Technical Workers of the United States and Canada the new name for District 50 of the United Mine Worke of America.** The union changed its name to avoid a connection with the UMW and to sever its last ties wi the UMW. The union has about 200,000 members.

■ **Dennis McDermott has been re-elected Director of the Canadian Region, United Auto Workers and automatically becomes one of the UAW's seven vice-presidents.** The number of vice-presidents was increased from two, including the one slot reserved for the Canadian director, at the annual convention held in Atlantic City from April 18 to 25.

Originally elected Director for the Canadian Region at the union's 21st Constitutional Convention in May 1968, Dennis McDermott is described as a "product of the UAW." And there is no denying his long and varied career with the union. Starting work as an assembler and welder at the Massey-Harris plant in Toronto in 1948, he joined UAW Local 439 and served for five years as chief steward and for three years as recording secretary. He was also chairman of the Local's fair employment practices committee, chairman of the education committee, and assistant editor and later editor of the Local's newspaper.

In February 1954, Mr. McDermott was appointed as an international representative. He spent the first two years on the staff as an organizer, and the following four years as a service representative negotiating contracts in the truck, trailer, automobile and aerospace industries. In February 1960 he became subregional director of the Toronto area and was the chief negotiator for the UAW in Canada's agricultural implement industries, a position he retained until his election as regional director.

For many years he acted as an instructor at UAW and CLC summer schools, teaching a variety of subjects including union history, international affairs and human rights. Mr. McDermott has lectured on arbitration and labour law at various universities and many labour institutes, including the Labour College of Canada. He also served as a labour member for 18 months on the Ontario Labour Relations Board.

■ **Dunlop Canada Ltd. has closed its plant in the east end of Toronto, putting 600 men and women out of work.** The shut-down has raised cries to soften the jolt of layoffs and unemployment. After a layoff of about 80 workers late last year and in January, the company gave less than eight weeks notice before dismissing the other 520.



Dennis McDermott

■ **The United Auto Workers have three major demands that they want met in the 1970 negotiations with the auto makers.** They are: a wage increase; the right to retire after 30 years on the job with a $500-a-month pension regardless of age; and the restoration of a cost of living escalator clause in their agreement. The demands were outlined by Walter Reuther, who was re-elected as President of the union, at its 22nd biennial convention, held this year in Atlantic City, N.J., in April. The delegates gave overwhelming approval to an amendment to the UAW constitution that gives union locals the authority to double dues for four months preceding termination of a contract or four months after termination, to help build up a strike fund.

■ **Marital status is no longer an income tax factor in Sweden.** In the draft budget, a man with a non-working wife will pay the same amount of tax as a single man, who at present pays more. The reform is aimed at encouraging "equal rights for women." By penalizing the man whose wife does not work, the Swedish Government hopes to encourage more women to make a contribution by working outside the home.



Peel Gillespie Hepworth Voizar

■ **The winners of the three 1970 bursaries awarded by the Canada Department of Labour to unionists attending the Labour College of Canada** in Montreal were Robert L. Peel, Vernon, B.C., Assistant Business Manager for Local 258, International Brotherhood of Electrical Workers; Francis Gillespie, of Dorchester, N.B., a stationary engineer, member of the Public Service Alliance of Canada; and Paul Voizard, Ville St. Pierre, Québec, a warehouseman, member of the International Union of Electrical, Radio and Machine Workers. The presentation was made by Bert Hepworth, the College's Registrar and Education Director of the Canadian Labour Congress.

■ **Deputy Ministers of Labour of the federal and provincial Governments attended a two-day meeting, that ended May 1, 1970, to discuss matters related to Canadian participation in the International Labour Organization.** This was the first meeting of its kind since 1923. There were three items on the agenda; a briefing for the Canadian delegation to the next session of the International Labour Conference to be held in Geneva in June 1970; the steps necessary to bring Canada into compliance with certain ILO Conventions; and procedures for future federal-provincial consultation on ILO matters.

■ **Yujiro Ohno, former special assistant to the Japanese Minister of Labour, was appointed an Assistant Director-General of the International Labour Office** on May 11. His appointment was announced by ILO Director-General David A. Morse.

Mr. Ohno, who is 50, has had extensive labour experience in Japan. He joined the Office of the Japanese Central Labour Relations Commission in 1949, studied on an ILO fellowship in the Federal Republic of Germany in 1953-54, and became chief of the Labour Policy Section of the Japanese Ministry of Labour in 1955.

From 1961 to 1963, Mr. Ohno served as Director-General of the Workmen's Accident Compensation Department. He was then appointed Director-General of the Office of the Public Corporation and National Enterprise Labour Relations Commission. During 1967 and 1968, Mr. Ohno acted as Director-General of the Industrial Safety and Health Bureau, when he became special assistant to the Minister as an advisor on labour policy issues. Prior to his appointment as Assistant Director-General, Mr. Ohno spent six months at the ILO's Asian headquarters in Bangkok as the personal representative of the Director-General.

Labour relations around the world

■ **Sweden was beset by a succession of strikes this winter that destroyed the labour harmony long accepted as a fact of the land. The match that lit the fuse was probably the strike among the miners at the state-owned LKAB mines near Kiruna in northern Sweden.** By-passing the established system of centralized negotiations between the Swedish Employers' Confederation (SAF) and the Confederation of Trade Unions (LO), the 4,800 miners struck over "wages, working conditions, time-motion tempos, plus feelings of isolation and lack of participation," says the March 1970 issue of **Sweden Now.** The strikers chose their own spokesman to "discuss" the issues with Arne S. Lundberg, the mine manager, but two months elapsed before the dispute cooled to a tepid level. The factors that led to this strike were not unique; virtually the same motives produced a wildcat strike at the Volvo automobile plant in Torslanda by 1,500 of the company's 5,000 workers. In this case, events moved somewhat more rapidly to a satisfactory conclusion and workers returned after three days to an 11 per cent raise on MTM piece rates and replacement-spell arrangements to lessen tempo stress. The snowball effect had been initiated, however, and workers elsewhere followed with their own walkouts.

Sweden's Minister of Finance, Gunnar Sträng, had hoped to ease the tax burden on low-wage earners by taking a little more from all others in a new tax plan introduced before the wave of strikes. At the time, he spoke of the great effort that would be required to educate the population to the idea of helping create equality in wage earning. The full extent of that effort has now become fully apparent.

The Government had planned to use both tax and wage policies to ensure the move toward equality. One means of implementing this concept was a two-year agreement signed last year between the SAF and the LO that was to back the upgrading of the lowest-paid groups who were increasingly lagging behind. This meant that the middle- and high-wage earners would have to be content with small increases at the present time. Unfortunately, the higher wage earners are those working in industries where the profits are higher. As humans will, the urge to consider self first won out—and the strikes began—among those higher-paid workers who knew their employers could well afford to pay them more. The result has been a stand-off, with the Government and the SAF and the low-wage earners opposing the action by the strikers. The Government condemned the strikes; the SAF went further: it pointed out that Swedish wages exceeded those in other European countries, that high profits should be used for reinvestment, and that the illegal strikes destroyed the confidence in industry necessary for the maintenance and extension of the country's standard of living and export trade. And it issued a flat order that no member could sign a labour agreement without the approval of SAF's board.

To re-establish the drive toward wage equalization, three courses of action will have to be instituted. First, there will have to be a campaign by the Government and the LO to convince labour of the need for the equalizing policy. Employers and the LO will have to establish better communication with workers, one method being to allow union leaders in large companies to work on union business on company time. Finally, individual employers must allow employee methods of expressing dissatisfaction with their work conditions without striking.



50 years ago

Canada was losing a great "asset;" the AFL wore paddy green but denounced the hammer and sickle on its bed of red; vampirizing of old employees was becoming immoral; "we shall overcome" was being sung in some Brotherhoods of the AFL; women were pin-pointed as the cause of their own woes in Nova Scotia; and workmen injured on the job were advised to live in Ontario, reported the July 1920 issue of the Labour Gazette.

■ **Men who were willing to spend their lives in the cold, damp nether world of the coal mines in Nova Scotia were in short supply.** The Dominion Coal Company in that province had found that the average number of tons of coal mined by a man in a day had dropped steadily since the war. Inefficiency was not the cause; the organization had simply become top-heavy. Although fewer men were actually working in the mines, the number of non-productive workers had remained constant, and administrative employees now formed too large a proportion of the total payroll. "It is the excess of non-producers," concluded the Canadian Mining Journal, "brought about by the unremedied shortage among the producers, that causes the apparent inefficiency in production when the total production is divided by the total force of workmen employed." The contributing cause was the heavy casualties among miners who had served overseas in World War I, and th reluctance of those who had returned, to work again i the mines. The Mining Journal bemoaned the "loss o the native Nova Scotia miner, who is a disappearin asset of this Province."

■ **Foreign, as well as domestic issues appeared on th agenda for the June convention of the American Federa tion of Labor.** The members affirmed AFL recognitio of the Irish Republic, and demanded that Britain allo the Irish the right of self-determination as specified i the fourteen points proposed by the U.S. President an "solemnly" agreed to by the British Government an its allies in the recent World War. An appeal to worke in England, Scotland and Wales was drafted to interced with their Government to secure the withdrawal o British troops from Irish soil.

The AFL did not extend the same support to the ne Government in Russia. The motion passed by the del gates denied help to the Soviet Government, becaus it is "based upon authority that has not been veste in it by a popular representative national assemblag of the Russian people," and because "it endeavours t create revolution in the well-established, civilized n

tions of the world." Militarization of labour, prohibition of the organizing and functioning of trade unions, and the denial of a free press and free public assembly were also condemned.

■ **Why pensions? To give loyal employees a reward for their services and a guarantee of independence in their twilight years.** According to a report by the Industrial Bureau of the Merchants' Association of New York, this was the fundamental logic that should stand behind any pension scheme originated by an employer. The report elaborated on the concept by alluding to the humanistic theory that it was immoral to use an employee until he had been sucked of his vitality and then toss him into an unpensioned retirement where his lack of security might well reduce him to little more than a beggar. The association emphasized that any successful pension plan would be initiated with the employees' co-operation, and would be maintained in large part through their contributions. "Autocratic and paternalistic" plans were doomed to failure, the report stated, but "democratic and co-operative" plans would succeed.

■ **The words "only white" in the constitution of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, were attacked at the fourteenth annual convention of the American Federation of Labor,** held in Montreal from June 7 to 19. A resolution submitted to the committee on organization asked that the offending phrase be deleted from the union's constitution and Blacks be admitted to full membership in the brotherhood, or that freight handlers, express and station employees be allowed to establish their own organization. The committee, however, refused to recommend either course of action on the grounds that the Federation could not interfere with the trade autonomy of affiliated national or international unions. It did point out that the 1919 convention had authorized the Federation to issue charters to coloured workers if affiliated organizations refused to accept them. An amendment requesting that the Brotherhood of Railway Clerks remove the words "only white" from the constitution was then offered and accepted. A similar request concerning the constitution of the Brotherhood of Railway Carmen was also passed. The convention approved a recommendation by the committee that Black organizers be appointed where necessary.

■ **Here's what the female workers in a group of 2,032 surveyed in Nova Scotia 50 years ago were earning a week:** $5 and under—100; under $6—107; under $7—172; under $8—213; under $9—248; under $10—316; under $11—215; under $12—163; under $14—186; under $16—52; under $18—71; under $22—60; under $25—20; and over $25—only 8. The survey was conducted in 49 principal industries in the province; but the working conditions of women employed in offices, shops, hotels, restaurants and telephone offices were not covered. The survey was part of the work of the Nova Scotia Commission appointed in 1919 to investigate the hours of labour, wages and working conditions of women engaged in industrial occupations. A certain allowance had to be made in the apparently extremely low salaries for those women who worked only part time. The Commission did find, however, that a large number of girls working in factories lived at home, supported mostly by their parents, and therefore accepted low wages because all they needed was spending money. This meant that those dependent on the same wages "who must support themselves, and a number of widows supporting children are thus forced to accept less wages than are sufficient to properly maintain them." One large employer stated that he paid a girl an amount equal to twice her board bill.

The average working hours for the group were found to be 50.4 hours a week. This covered a range from 60 hours to 44 hours, the latter in some printing offices and laundries. In three of the largest industries in the province, the workweek was 55 hours. Employers were, however, amenable to suggestions for an 8-hour day in contrast to their violent opposition to a minimum wage.

The Commission made some harsh recommendations. It concluded that women throughout the province were being underpaid, that hours were too long, that conditions were often unhealthy, that lack of medical inspection—especially in food factories—constituted a public menace, and that the Nova Scotia Factories Act must be reinforced. It asked not only that a minimum wage be enacted, but also that a Board representing women workers, employers and the public be appointed to determine: the standard of minimum wages for women in industry, shops and offices sufficient to maintain them; standards of hours of labour; standards of conditions essential to health and morale; medical inspection of employees in food factories for the protection of public health; and a minimum wage.

■ **How much of the actual assessment paid by employers for workmen's compensation funds reached the injured employees?** In England, it was claimed that, under the system of individual liability and court procedure, about half the assessments were used to cover expenses. In the United States, where private insurance companies dealt with injured workmen, more than 75 per cent of the premiums paid by employers were intercepted before reaching the workmen or their widows and children. In contrast, the Ontario system provided more liberal benefits for the employees and lighter assessments for the employer.

Book reviews

Wage Rates, Salaries and Hours of Labour, Annual Report No. 51; Economics and Research Branch, Canada Department of Labour, Ottawa, Ont.; 434 pages; $3.

This report contains the results of the 1968 survey of wage rates, salaries and hours of labour in Canadian industry conducted by the Surveys Division of the Economics and Research Branch of the Canada Department of Labour. Copies can be obtained by mail from the Queen's Printer, Ottawa, or at Canadian Government bookshops across the country.

Working Conditions in Canadian Industry, Report No. 12; Economics and Research Branch, Canada Department of Labour, Ottawa, Ont.; 247 pages; $2.

This report presents the information gathered by the 1968 annual survey of working conditions conducted by the Economics and Research Branch of the Canada Department of Labour. Copies may be obtained by mail from the Queen's Printer, Ottawa, or at Canadian Government bookshops across the country.

Minimum Wages in Ontario; Analysis and Measurement Problems, by Frank Whittingham; Industrial Relations Centre, Queen's University, Kingston, Ont.; 55 pages; $3.00.

No matter which way you slice it, a pie is a pie—at least, that's the way the saying went in the old days, when greater public concern was aroused over the size of our Gross National Pie then over its apportionment to individuals.

Nowadays, of course, we still worry about magnitudes, but more stress is laid on equitable distribution. So, if the pie is six inches in diameter, John X won't be happy with a two-inch wedge if he peers over the garden fence and sees John Y gluttonously devouring a four-inch wedge. This is what self-conscious relativism is all about. If we accept that this drive for equitability has become axiomatic in our day, the next question becomes, **"What tools shall we employ in redressing the inequities?"**

The problem has invoked much keen debate during the last several years, with analysts carefully weighing the odds of one transfer mechanism against the other. It would seem that the guaranteed annual income has emerged as the most popular, if not the most thoroughly investigated, option. Yet other alternatives do exist, and one of them, the minimum wage, has recently become the subject of a fascinating study by Frank Whittingham, Chief Research Officer, Manpower and Standards, Research Branch, Ontario Department of Labour. Titled **Minimum Wages in Ontario,** it is available in paperback form from the Industrial Relations Centre, Queen's University, Kingston, Ont.

In his study, Whittingham charts the historical evolution of Ontario's minimum wage program, explores its feasibility within an anti-poverty context, reviews the problems associated with identifying and measuring the effects of floor rates in the labour market, and discusses some of these effects. The author wraps up his investigation by drawing a series of conclusions that should prove enlightening to anyone anxious for a clear-cut picture of the impact of minimum wage legislation.

In Ontario, the minimum wage program has gone through a number of fundamental changes since its inception in 1920. It was originally introduced to ensure that single female workers would receive a wage adequate for a decent standard of living. Today, coverage extends to both males and females; moreover, since 1963, minimum wage differentials based on sex have been eliminated.



A further interesting historical development has been the gradual shift away from the practice of building differentials into the minimum rates to allow for variations in the level of economic development between areas within the province. Furthermore, although legislation provides for the setting of minimum rates by industry as well as by region, this has never been done. The only permanent industry differential that exists is the higher rate set for construction workers.

Concerning the feasibility of using legally enforced floor rates as an anti-poverty device, Mr. Whittingham's analysis tends toward the negative. He argues that the **minimum wage would prove a very unwieldy and inefficient mechanism in bringing about the desired redistribution of income; and its side effects would be too powerful to ignore.** Whittingham supports his contention by demonstrating that any substantial adjustment of the legal minimum would lead to serious economic dislocation in many industries. The Ontario experience to which he alludes provides ample testimony for this conclusion.

In his review of measurement problems, Whittingham attributes a good deal of the difficulty in identifying and measuring effects to the way in which changes in the minimum wage are introduced. "The increases are usually small and generally become effective during periods of economic expansion," he writes. "As a result, the investigator is looking for the effects of a relatively small disturbance at a point or points in time when other causal variables may be exhibiting great strength." It is clear that highly aggregate types of analyses would be ineffective in separating out the effects of the different causal variables. Thus, the apparent solution to determining the impact of the minimum wage, says Whittingham, is to work at the micro-level of analysis. Progress is being made in this area.

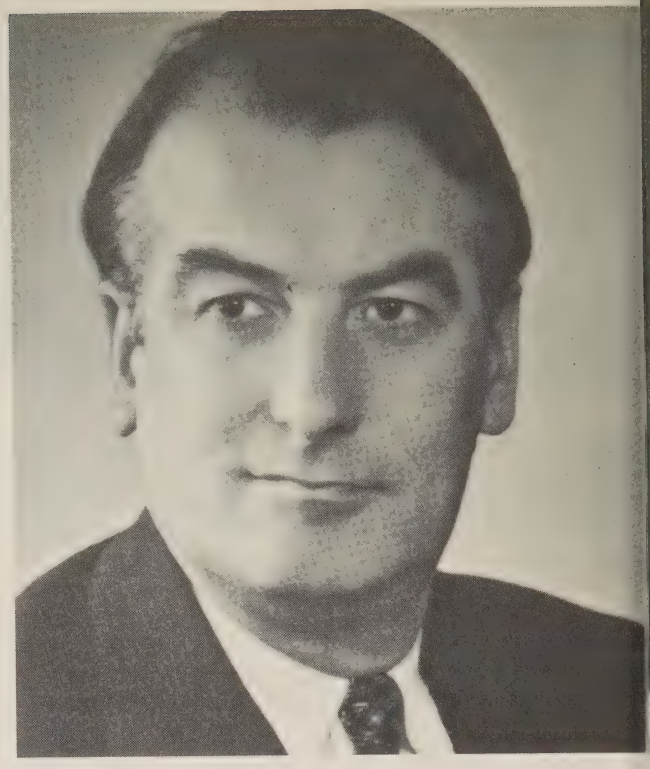
If the minimum wage is not the optimal solution to inequities in income, what purpose does it serve? What transfer mechanisms surpass it in bringing about the desired redistribution of income? Whittingham argues that the purpose of a minimum wage appears to be "to provide protection for workers in the labour market who have little bargaining power, and to put a minimum floor under wages to guard against potential cutthroat competition leading to socially undesirable declines in wages." He emphasizes that these two goals of a minimum wage would probably be realized by "setting a legal minimum rate at a level that falls short of providing a 'living wage' in the present-day anti-poverty context."

The author suggests that other transfer mechanisms, such as a negative income tax geared to providing a guaranteed annual income, are far more efficient. If, however, the responsible authorities wish to enhance the economic stature of low-wage workers without employing direct transfer mechanisms, there are several courses they can follow. One alternative proposed by Whittingham is a policy of short-term government aid to low-wage industries to help them reorganize, adopt new production techniques, or develop new product lines, thereby improving their profitability and their capacity to pay high wages.

Whittingham ultimately seems to imply that nothing really definitive can be said about the future impact of a minimum wage program. He suggests, nonetheless, that attempts must be made to assess the magnitude of its side effects, as there is no indication that governments are prepared to abandon such programs just yet.

The new ILO Director-General

Wilfred Jenks, of Great Britain, was appointed Director-General of the International Labour Organization by the ILO's Governing Body on May 20. Mr. Jenks succeeds David A. Morse, who resigned May 31 after 21 years in the post. The appointment is for a five-year term beginning June 1.



Wilfred Jenks

Jenks' ILO career has spanned nearly 40 years of the Organization's half century of existence. Entering the service of the ILO in 1931 as a legal officer, he served successively as legal adviser, assistant director-general, deputy director-general and, since 1967, as Principal Deputy Director-General.

A member of the ILO delegation to the San Francisco Conference that established the United Nations in 1945, he was subsequently adviser to the delegation that concluded the agreement associating the ILO with the United Nations in 1946. Since that time, he has been continuously involved in the development of working relationships among the organizations of the United Nations system and between the ILO and the world's major regional organizations.

Jenks has had primary responsibility for many years for the ILO's work in relation to international labour standards and human rights, as well as for the preparation and organization of the work of the annual International Labour Conference and of the ILO's Governing Body. He was one of the ILO's earliest technical co-operation experts, when he served on a mission to Venezuela in the 1930s. He has been actively involved in the creation of all ILO major operational programs, and the development of the ILO's regional activities in Latin America, Asia and Africa, and of the industrial committees program. He has worked on behalf of the ILO in some 70 countries in all parts of the world.

Jenks has played a key role in such significant events of the ILO's history as: the transfer of ILO headquarters to Montreal in 1940, and its continued operation during World War II; the drafting of the Declaration of Philadelphia in 1944 (in which the aims and purposes of the Organization after its first 25 years of activity were redefined); the postwar revision of the Organization's constitution; and the return of ILO headquarters to Geneva in 1946.

He served as a member of ILO delegations to the conferences that created such organizations as UNESCO, WHO, FAO and the International Atomic Energy Agency. He has been a member of the ILO delegation to the General Assembly of the United Nations since 1947, has represented the Organization at international legal conferences and international commissions concerned with the protection of human rights and the rights of labour.

Jenks has also had a distinguished career as an international jurist, writer and teacher. He is the author or editor of some dozen books on international law, including The Common Law of Mankind, A New World of Law? and The World Beyond the Charter.

Born in 1909, he grew up in Orrell Park, Liverpool. He was educated in elementary and secondary schools of the Liverpool area, and subsequently at Cambridge University, from which he holds a Doctor of Laws Degree, and at the Geneva School of International Studies. He is married and has two sons.

Discipline without punishment

Dr. John Huberman, consulting psychologist, was scheduled to speak on the last afternoon of the annual conference held at the Industrial Relations Centre, McGill University, on March 4 and 5 (L. G., May, p. 346). Because of a student takeover of the conference, he did not have the opportunity to present his views on "Discipline without Punishment," (DwP). A copy of his planned address was obtained, and is presented here in slightly condensed form.

Basically, the DwP concept is a theoretical formulation with operational implications. It is an attempt to respond to the following problem: How should unsatisfactory work performance and disciplinary matters be handled?

It is Dr. Huberman's contention that punishment is not the feasible method to be applied in these situations. In adults, punishment generally produces many undesirable—and few, if any, desirable—results. The corollary, therefore, is that all forms of punishment should be eliminated in a work setting, because they are unsuitable instruments for maintaining good workmanship and discipline.

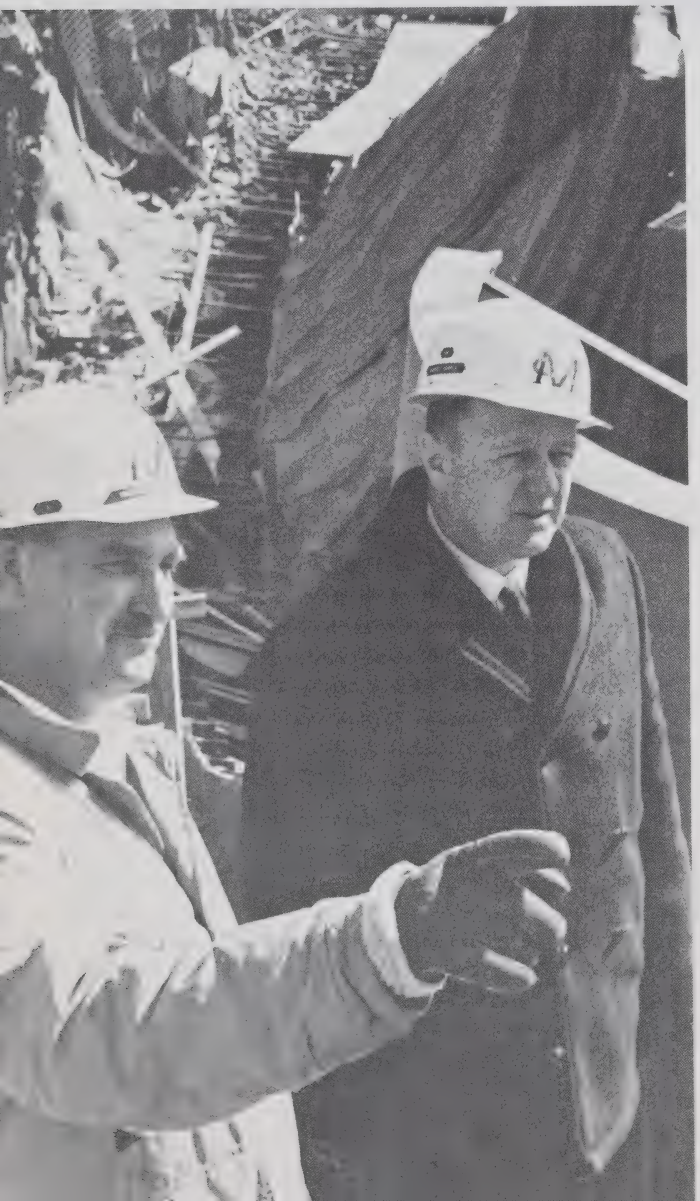
If punishment is ineffective, what method can be used to supplant it and still evoke desirable results? According to Dr. Huberman, the solution is embodied in DwP. **DwP is a philosophy, a policy, a system of procedures whose strength inheres in its unqualified support for the self-respect of an adult individual.**

To understand what DwP is all about, we must first discern some of the motivational premises on which it is based. The primary one is that self-respect is probably the most potent motivator of satisfactory performance and disciplined behaviour. Fear, on the other hand, may bring about temporary conformity with the wishes of management, but it will also engender anger and undesirable results in the long run. Finally, respect for one's superior, interest in the job itself, and satisfactory financial gain will motivate a person positively toward good performance.

How do we translate these philosophical notions into action? Quite simply, we must provide our employees with every opportunity to play a positive and satisfactory role in the company's operations. This can be achieved only if the individual has adequate self-respect. **If he does have self-respect, the assumption is that he will rarely lapse from excellent workmanship or strict self-discipline.** In cases where this does happen, however, the lapses will be brought to his attention in a friendly manner. For those lacking in self-respect, the assumption is that their behaviour will prove troublesome and run contrary to the legitimate aims of the organization. If these undesirable behaviours persist in spite of continued, friendly reminders, the individual is considered expendable, and his services will be terminated in an orderly way. **In brief, the DwP system places on the employee the onus of deciding whether he wishes or is able to conform to the requirements of a particular work situation.**

What advantages are to be reaped from the implementation of DwP procedures? According to Dr. Huberman, there are four: 1) supervisory personnel must deal with problem cases in a constructive, non-punitive manner; 2) all forms of "punishment" and their concomitant undesirable and time-consuming side effects are eliminated; 3) the danger of reversal by arbitration should termination become necessary is minimized; and 4) the procedures are inherently fair.

Elaborating his DwP concept, Dr. Huberman makes frequent reference to the "Brewer principle." Gene Brewer, former president of the U.S. Plywood and Champion Paper Companies, defined management's job as: setting well-defined and attainable objectives; keeping those objectives in mind at all times; taking one step at a time toward attaining such objectives; and avoiding uproar as far as possible. Dr. Huberman's conviction is that the DwP concept extends the Brewer principle to instances of employee malfunction.



He demonstrates also that the DwP concept is consonan with Maslow's and McGregor's precepts. Maslow con ceived of a "hierarchy of needs," ranging from primary ones like the "need for security" to higher ones like the "need for self-esteem." Once an individual has fulfilled his basic requirements, he begins to readjus his aims, and seek fulfilment at a higher level; a mar who was satisfied with the tangibles associated with his job, might strive to enhance his status, for example. Bu frustrated at the level of these status needs, his self-es teem wounded, he might well be forced to regress to the level of more primary needs—at the security level—and could retaliate by taking revenge at that level McGregor is the originator of the X and Y Theories (L. G., Feb. 1969, p. 92). **Under ordinary circumstances 95 per cent of the population naturally responds to The ory Y (permissive) treatment, whereas 5 per cent ca respond only to Theory X (authoritarian) treatment** Because the nature of DwP is inherently "permissive," its application in a work setting might pose difficulties for the latter 5 per cent. In this case, argues Dr. Huber man, the optimal solution is termination.

For those who fear that the implementation of DwP could result in massive terminations, Dr. Huberman is quick to point out that the uniform experience of plants utilizing the approach is that about 80 per cent of those involved "adjust," and the remaining 20 per cent leave quietly of their own accord. Uproar is avoided, and management's objective of accumulating an "adult," reliable, self-directing labour force is progressively achieved.

What are the prerequisites for the successful implemen tation of DwP? First of all, management must be honestly convinced that punishment is not an effective metho of changing an already negative attitude into a positive one. If it has any doubts, it should review discipline cases and assess their results: Did the employee change positively, or did he continue to give trouble? Was there any uproar that resulted in expense, inconvenience, or time wasted in grievance meetings? Secondly, staff members must receive some training in non-directive counselling techniques so that they are properly equipped to conduct the required interviews. To illus trate the application of DwP, Dr. Huberman cites four typical cases, together with solutions and supplementary comments.

Flaunted jewelry

The nursing supervisor of a department in a medi um-sized hospital noticed that an increasing amount o jewelry was being worn by nurses under her supervision in contravention of long-standing rules. She posted notice quoting the rule and requesting compliance. Th

esults were unexpected. The nurses reacted angrily, and several threatened to quit. Both the supervisor and the administration were puzzled and disturbed.

An alternative course of action was taken. Soon afterward, a committee of nurses visited the supervisor and handed her a bouquet of roses. This event occurred pproximately two weeks after the initial uproar. What ction was taken to cause this sudden reversal in the ttitudes of the nursing staff?

A sensitive social worker guessed, correctly, that the rrational reaction was precipitated by accumulated rustrations, completely unconnected with the apparent roblem. She therefore suggested to the supervisor that he latter call a meeting of her staff and ask them hether they were frustrated or dissatisfied about someing in the department. She also advised the supervisor hat considerable hostility might emerge to which she ust not react defensively; she should simply make a st of whatever complaints or suggestions arose, and ot criticize them or get into any argument about their ppropriateness. The jewelry problem was not to be rought up at the meeting.

he meeting resulted in the exposure of numerous areas f dissatisfaction, and constructive suggestions were volnteered on how to improve the situation. About 24 ems arose and all were noted down. Quite a number ere directed at actually improving and facilitating the dministration of the department. During the ensuing eek, 16 of the 24 recommendations were put into ffect; progress on a number of the others, and reasons hy, on closer investigation, some did not seem practial, were reported to the staff at a second meeting. The esult was the bouquet of roses and the sudden disapearance of the jewelry problem; the latter problem was ot even discussed.

normally responsible people suddenly appear to react rationally, there is usually a perfectly rational explanaon for it, although it may be far from obvious. The sults could be viewed in terms of Maslow's motivation eory: Because the esteem needs of the nurses were ustrated—their opinions about how to run the departent had been previously disregarded—they regressed strong affiliative and security operations, the wearing jewelry being one way of demonstrating self-impornce. But once the nurses had a chance to progress the esteem level, the jewels lost their motivational ualities. In other words, by demonstrating directly how portant they were and by having their ideas put into fect, the nurses did not have to resort to jewels to lster their sagging self-esteem.



Low plywood yield

When Dr. Huberman became manager of a lumber mill where the DwP system was later developed, he discovered that output was only about 75 per cent of potential. Out of 1000 board-foot measures of logs, only 750 board-foot measures of plywood were being obtained; the rest of the wood was either converted into pulp-chips and sold at a far lower price than plywood, or ground up into boiler fuel for which there was little demand. The normal yield for this type of mill was about 92 per cent. As log costs constitute about 40 per cent of the cost of plywood, the situation was clearly critical.

When the supervisor was summoned to offer suggestions for improving the yield, he argued that stricter supervision was the only recourse available. This solution posed additional problems, however, because the plant building was extremely large and the supervisory staff rather small. The supervisors were already required to cover extended areas, and stricter supervision could only increase the strain. Moreover, the pre-expansion level of production did not warrant hiring additional supervisory staff.

In response to this problem, Dr. Huberman suggested an alternate method for raising the yield. Six weeks later it moved up to 93 per cent, and remained at that level or above during Dr. Huberman's term as manager.

Dr. Huberman had suggested that the superintendent call a meeting of all machine operators and foremen, inform them of the situation and ask them what should be done. Suggestions were not to be evaluated, but clarifying questions could be raised, if necessary. The personnel manager was to act as secretary and to make sure that everyone had a chance to contribute.

About 64 suggestions, some proposing minor changes in machinery, emerged from these meetings; at least two thirds of them were sensible and useful and were put into effect almost immediately. Where they seemed impractical, they were later discussed in detail with their originators. **What this response indicated was that lasting results can be achieved with less, rather than more, vigilant supervision.**

Ill wind in a breezeway

During his employment at the same mill, Dr. Huberman was awakened one morning at three o'clock by an emergency at the plant. Joe, the finishing-end jeep driver, had rammed one of the posts of the breezeway, bringing the roof down and almost killing himself. Total damage was estimated at $8,000 if the roof was rebuilt, and $13,000 if a no-post construction was used. The question raised was: What should be done about Joe? Should he be fired, suspended, or just given a severe reprimand? Joe had been with the company for about four years, his attendance and work performance records were excellent, and there was no previous evidence of careless driving, speeding or accidents.

In this case, nothing was done about Joe—except tha he was sent for a neurological examination to ensur that he was not handicapped by a perceptual or moto deficiency. No such deficiency was revealed; it was clear-cut case of a one-time human error. Joe continue on the fork-lift truck for about two weeks, after which he transferred to other work, because the memory o the accident made him uncomfortable. No possibl objective could have been accomplished by firing, sus pending, or warning Joe. He had learned his lesson and to avoid further accidents, a building-up of hi self-concept was all that was needed. Punishment in such cases serves no one any useful purpose.

A case for proctology

Jack had been a fork-lift truck driver for many years and he did his work quietly and efficiently and ha never caused any trouble. Jim, his foreman, was well liked by crew and staff, and he had the reputation o being particularly easy to get along with. One morning Jim asked Jack to move a load of lumber. Jack's re sponse was an angry outburst, during which he tol the foreman in vivid language precisely what he coul do with the lumber. Although the foreman kept hi temper and repeated his request politely, Jack woul not comply. When the foreman then suggested that thi must mean that he was resigning, Jack said "yes," an quit. Did the foreman handle the incident in the bes possible manner?

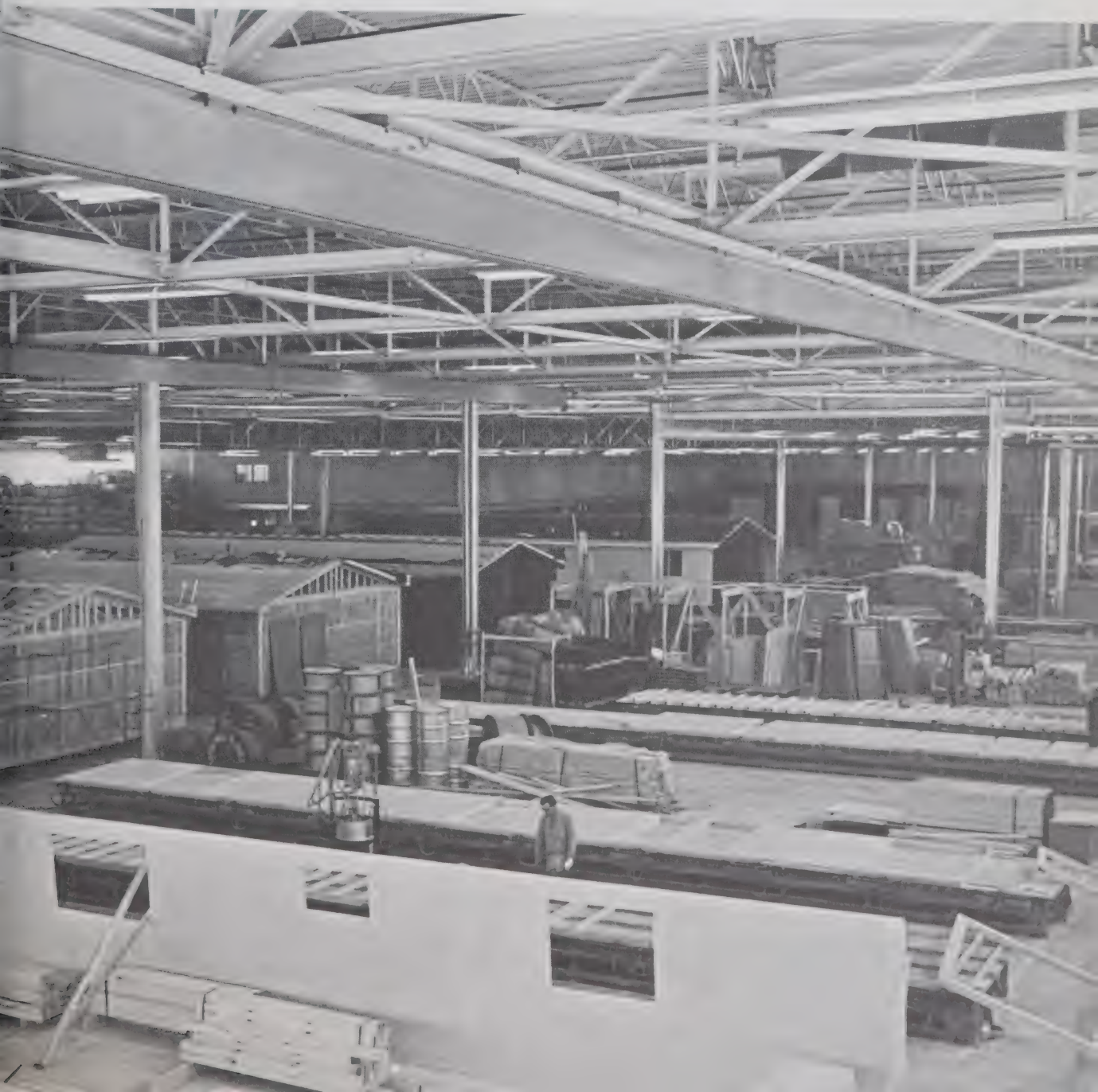
Jack filed a grievance, which was rejected. His unio then threatened to strike over the issue, blowing up th incident to major proportions. Dr. Huberman pointe out to the union president that the company could n rehire the man because the whole incident had occurre between him and the foreman, and that managemer couldn't ask the foreman to rehire Jack because of th grievance action. The union president then suggeste that, if the company would take Jack back, he woul come down to the plant during the lunch hour an announce that Jack had been rehired as a gesture o good will by the company. Moreover, he would empha size that the union would not support anyone wh refused to carry out any reasonable instructions issue by a foreman. The foreman agreed to the proposal, Jac apologized and was reinstated, and the union offici kept his word. Seven years have passed and Jack is sti with the mill and doing good work. But to this da no one knows why he swore at the foreman.

This was one of the cases that triggered the formulatio of DwP. Although the foreman's actions seemed emi ently reasonable at the time, a more expedient approac would have been desirable, for an uproar and a symp thy walkout were only narrowly avoided.

"Irrational behaviour" is defined as "an act that no person would engage in if he was in a mental-emotional state that permitted him to evaluate the consequences of his action." Such behaviour is the result of strong emotional tension, usually of a personal nature, and it can be triggered by some small additional tension on the job.

The foremen at Jack's plant were warned to be on the watch for signs of such tension—unusual irritability, withdrawal from friends, and inexplicable sullenness. If they spotted a blowup in the making, they were to alert the personnel manager, who would either, try to help the individual concerned directly, or urge him to seek professional help. If a blowup did occur, the individual responsible was to be given a chance to cool off before any action was taken. He would either be invited to his supervisor's office for coffee and a quiet discussion, or would be allowed to go home, and discussion delayed until the next day.

What about cases of excessively violent behaviour? Dr. Huberman contends that violence resulting in physical injury or property damage, reflects such a lack of self-discipline that future trouble with the person concerned is inevitable. In these cases, he would recommend termination.



Provisions in major collective agreements—1969

Part II

This study is based on a survey of 85 selected contractual provisions in 301 collective agreements in the manufacturing sector across Canada, on file with the Economics and Research Branch of the Canada Department of Labour. The agreements cover 414,784 workers in industries with 500 and more employees. The agreements were in effect January 1, 1969. About 79 per cent were scheduled to remain in effect in 1970 or later. The complete study, with tabular data, is available in both English and French from the Department's Collective Bargaining Division, Economics and Research Branch.

Grievance and arbitration

The results of the study indicated that most collective bargaining agreements provide for special machinery for orderly adjustment of grievances or disputes arising within the scope of the agreement. All provinces, with the exception of Saskatchewan, have statutes requiring that all collective agreements contain provisions for the final settlement of disputes arising out of the interpretation or application of the contract. The Province of Saskatchewan requires only that if such a provision is present in a contract, it must be implemented in the case of a dispute. All of the agreements examined in the survey had a provision clearly delineating the procedure to be followed in disposing of grievances. Although there were widespread variations in grievance machinery from one agreement to another, it was generally agreed that arbitration would be the terminal step, with voluntary acceptance of the resulting award as conclusive or binding.

A typical grievance procedure called for a discussion with management, with or without a union representative, as an initial step. Seventy-seven per cent of the agreements, covering 69 per cent of the employees, had this type of provision, whereas 9 per cent of the agreements, covering 15 per cent of the employees, stipulated that the individual employee involved should first take up the matter with the foreman directly in charge of the work. Unsatisfactory disposition of a grievance at this stage is taken as the basis for an appeal to the next stage, as provided in the agreement.

A majority of agreements had a provision for eliminating several procedural steps if the grievance relates to a case of alleged wrongful dismissal or suspension. Action must also be taken within a specified period of time, usually a minimum of 48 hours after receiving notice of dismissal. Seventy-five per cent of the agreements, 69 per cent of the employees, had a specific provision for shorter or faster grievance procedures in dismissal cases.

Many agreements stipulate that, as far as practicable, grievance work should be done outside of working hours to minimize interference with operations. It is commonplace, however, to allow shop stewards to handle grievances during working hours without loss of pay, on condition that they get permission from their supervisors and that the time spent in such work does not exceed a specified limit. Sixty-seven per cent of agreements covering 63 per cent of the employees in the study, had such a provision.

The incidence of agreements that had provision for compensation of union officials in negotiation of collective agreements was found to be relatively low. Twenty-three per cent of agreements, covering 15 per cent of the employees, had this type of provision.

Indications are that it is standard practice for agreements having a provision for arbitration procedures to specify the number of arbitrators. The most common was the establishment of a panel of arbitrators, comprising members appointed by both union and management and a neutral chairman. Sixty-three per cent of the agreements, 51 per cent of the employees, had a provision for this type of arrangement. In 24 per cent of the agreements, 31 per cent of the employees, the option was for a single arbitrator.



Wage guarantees

Guaranteed employment or earnings provisions—excluding Supplemental Unemployment Benefit Plans—are intended to insure the employee against loss of earnings in circumstances beyond his control. This type of provision was found in 12 per cent of the agreements, but covered 20 per cent of the employees. The following is an illustration of such a clause: "Employees who at the Company's discretion work only a part of their standard week shall nevertheless receive their standard weekly salary."

The majority of agreements guarantee that an employee will receive a minimum number of hours work or pay when reporting for work at the regularly scheduled time without receiving prior notice not to report for duty. The results of the study showed that 79 per cent of agreements, 83 per cent of the employees, had this type of guarantee. The guarantees ranged from two hours work or pay to a full day's work or pay. Indications are that a guarantee of 4 hours work or pay is the most common practice. This was found in 56 per cent of the agreements, covering 59 per cent of the employees. In almost all instances, the employer is relieved of the obligation to pay in extenuating circumstances. A typical example of this type of provision says:

"When an employee reports for work at the normal starting time of the shift, and his regular job is not available, he will receive alternate work or pay equivalent to four hours at his hourly wage rate. This will not apply under the following conditions: where the employee has been informed a minimum of six hours in advance of his regular starting time that he is not to report for work; where the plant or part of it or its equipment is damaged by fire, lightning, flood or tempest; and where interruption of work is due to circumstances beyond the Company's reasonable control."

Cost of living clauses in agreements provide for automatic adjustment of workers' wages, in line with the cost of living index published by the Dominion Bureau of Statistics. And some agreements had provision for other methods of adjusting wages during the life of the agreement—wage reopener and deferred wage increases. **The study revealed that 20 per cent of the agreements, covering 34 per cent of the employees, had cost of living or escalator clauses.** The following is an example of such a clause: "The Company will, if the Consumer Price Index of DBS increases over and above the Index figure published in the month of September, 1968 by more that 2½ per cent of such Index figure during the period ending 21st of August, 1969, pay to each employee an allowance equal to 1 cent per hour paid for every 0.6 increase in the Index figure in excess of such percentage increase."

It was found that 38 per cent of the agreements, covering 53 per cent of the workers, had a provision for payments related to an incentive system. Provision for a pay guarantee during a machinery breakdown was found in only 18 per cent of agreements, with substantially the same percentage distribution for employees in the survey.

Premium pay

Some agreements have endorsed the principle that employees who are subjected to more dirt, more unpleasantness or more hazards when engaged on particular jobs should receive extra compensation for such work. It was found that 12 per cent of the agreements, covering 7 per cent of the employees, had a specific provision guaranteeing that an employee would receive additional compensation over and above his regular rate when engaged in this type of work. These agreements were primarily found in transportation equipment, paper products, and non-metallic mineral products industries.

Provision for payment of premium rates for work on paid statutory holidays was found to be standard practice in collective bargaining agreements. Payment for work on such days ranged from time and one half to double time and one half in addition to holiday pay. The study found that 92 per cent of the agreements, covering about 91 per cent of the employees, had a provision stipulating compensation over and above the basic rate for work performed on a paid holiday. The majority of these, that is, 45 per cent of the agreements, 43 per cent of the employees, provided for compensation at the rate of time and one half in addition to holiday pay. Next in incidence was double time in addition to holiday pay. This was found in 32 per cent of the agreements, covering 34 per cent of the employees.

Allowances

Occasionally a company will undertake to pay a travel allowance or provide transportation for employees who are required to work at a location other than their usual plant. **Fourteen per cent of the agreements, 11 per cent of the employees, had a specific provision for payment of a travel allowance or transportation in such an event.** Twenty-one per cent of the agreements, covering 24 per cent of the employees, had a specific provision guaranteeing that an employee would receive a travel allowance or transportation in situations such as call-in, overtime and other emergencies.

Paid holidays

Practically all agreements had a provision guaranteeing a number of paid statutory holidays a year for employees. To be eligible for holiday pay, it was a common requirement that the employee had a minimum service of either one month or less, and to have worked both the day prior to and following the holiday. **The list of paid holidays usually numbered from 8 to 10, but ranged as high as 13 in some cases. The largest concentration was those agreements that had a provision for 9 paid holidays a year.** This was found to be the case in 41 per cent of the agreements, 40 per cent of the employees. Next in incidence were those providing 10 paid holidays a year. Twenty-four per cent of the agreements, 27 per cent of the employees, had this type of provision. Twenty-two per cent of the agreements, 19 per cent of the employees, had a provision for 8 paid holidays a year.

Paid vacations

Almost every agreement contained a provision for paid vacations. Vacation periods generally ranged from two weeks for employees with one year's service, up to 5 weeks for employees with 25 years service. Vacation pay is usually calculated on the basis of a percentage of



the employees' yearly earnings. Generally, this was found to be 4 per cent in the case of employees with 2 weeks accrued vacation, 6 per cent for employees entitled to 3 weeks, and 8 per cent for employees entitled to 4 weeks vacations.

Ninety-seven per cent of the agreements, covering 98 per cent of the employees, had a provision for two weeks paid vacation. Forty-seven per cent of the total sample covering 65 per cent of employees, provided this benefit for employees with one year's service. Twenty-five per cent of the agreements, 18 per cent of the employees provided this benefit after three years service. Ninety-three per cent of the agreements, covering substantially the same percentage of employees, had a provision for three weeks paid vacation. The service requirement for this benefit varied extensively, ranging from one year of service to 15 years service. Thirty per cent of the

agreements, 25 per cent of the employees, provided this benefit after 10 years service. Nineteen per cent of agreements, 16 per cent of the employees, prescribed eight years service, and 16 per cent of the agreements (but covering 23 per cent of the employees) required five years service.

Eighty-one per cent of the agreements, covering about 84 per cent of the employees, had a provision for four weeks paid vacation. The largest concentration—that is, 32 per cent of the agreements, 29 per cent of the employees—provided this benefit for the employee after 20 years service. In 16 per cent of the agreements, covering 28 per cent of the employees, the eligibility requirement was 15 years of service. Thirty-two per cent of the agreements, 31 per cent of the employees, had a provision for five weeks paid vacation. Of these, 22 per cent, covering 19 per cent of the employees, provided this benefit after 25 years of service. Very few agreements had a provision for six weeks paid vacations. Only 3 per cent of the agreements, 2 per cent of the employees, had such a provision. These were primarily in the rubber industry. The eligibility requirement for this benefit was 30 years of service.

Leave of absence

Eighty-six per cent of the agreements, covering 75 per cent of the employees, had a provision for paid leave of absence in the event of a death in the immediate family. This is also commonly called bereavement pay or compassionate leave. The largest concentration—that is, 84 per cent of the agreements, 73 per cent of the employees—had a provision for three days paid leave of absence in the event of a death in the immediate family. Thirty-three per cent of the agreements, 25 per cent of the employees, had a provision for a paid leave of absence in the event of a death of other closely related family of an employee. Of these, 16 per cent, 9 per cent of the employees, provided for one day, and another 16 per cent, but covering 15 per cent of the employees, had a provision for 3 days.

Fifty-six per cent of the agreements, covering the same percentage distribution of employees, had a provision for paid leave of absence for an employee who is required to serve as a juror or as a court witness. The distinguishing feature of this type of provision is that it provides for the employee to be paid the difference between jury duty allowance and the employee's normal pay. Only one per cent of the agreements, with the same percentage distribution for employees, had a provision for paid leave of absence for purposes of education.

Seventy-one per cent of agreements, covering 73 per cent of the employees, had a specific provision for leave of absence without pay for an employee who is either elected to union office or as a delegate to a convention. There were widespread variations in the periods of leave granted for such purposes.

Miscellaneous

Provision for payment of moving expenses, sometimes called relocation allowances, were found in 6 per cent of the agreements, covering 13 per cent of the employees.

A majority of the agreements imposed obligations on employees, unions and employers in matters of safety. Provisions for industrial safety are primarily designed to safeguard employees from accident and injury and to minimize potential hazards. Seventy-one per cent of the agreements, 63 per cent of the employees, had a specific provision for the establishment of a safety program and the observance of safety regulations. In some cases the agreements sought to encourage the setting up of safety committees comprising representatives of the company, and employees designated by the union.

Twenty-eight per cent of agreements, covering 23 per cent of the employees, had a provision for clothing and uniforms that must be worn by employees on the job. In these instances, it was found to be common for the employer to pay part or the whole cost of these items.

Advance notice and consultation with the workers before the introduction of new methods places an obligation on the employer to give prior notice of intent to introduce new methods of production, and discuss such changes with the parties involved in order to facilitate equitable solutions to problems that may arise as a result of introducing new methods. Twenty-seven per cent of the agreements, covering 38 per cent of the employees, had such a provision. The largest concentration of agreements having such a provision was found primarily in printing and paper products industries. The following is an example of such a provision: "If the Company anticipates that the introduction of a new technology in the form of new equipment will result in employees whose immediate jobs are directly altered thereby being placed in a different occupational classification, or being removed from their occupational classification due to lack of work, then when the Company knows the changes that are expected to apply to these employees it will arrange for an early discussion of these changes with the Union. Wherever possible this discussion will take place three months in advance of the introduction of such new equipment. These employees will be notified by the Company of the changes which will apply to them."

Employment injuries in Canada in 1969

For several years the Economics and Research Branch of the Canada Department of Labour has compiled and published statistics on employment injuries in Canadian industry. **These statistics are given in Tables H-1 to H-9 on pages 533 to 542.** The non-fatal and fatal employment injuries covered in this review are those suffered by persons gainfully employed. They occurred during the course of, or arose out of, their employment, and they include deaths and employment injuries resulting from industrial diseases.

These tables are compiled from reports received from the various provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are also used to supplement the statistics and in the case of industries that are not covered by Workmen's Compensation Legislation, newspaper reports are the only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain service groups is not as complete as in industries covered by Workmen's Compensation legislation. Also, traffic accidents that are in fact industrial may not be included in our figures because of lack of information in press reports.

It should be noted also that the figures reported for 1969 are preliminary. The number of employment injuries that occurred during the period under review is usually greater than indicated in the tables. Revised statistics, however, will be available in the 1971 annual review.

As indicated in Table H-1, the total number of fatalities reported by Workmen's Compensation Boards in 1969 was 965. But, as indicated in Table H-4, the total number of fatalities reported to the Canada Department of Labour for 1969 was 1,057. Thus, the number of fatalities reported by the Workmen's Compensation Boards is 91.3 per cent of the total recorded by the Canada Department of Labour. As indicated by Table H-1, 91.3 per cent is not out of line with the figures for 1967 and 1968, but is somewhat higher than the 83.8 per cent reported as the average for the past ten years. This may be an indication that Workmen's Compensation coverage is being expanded to include a greater number of workers as well as industries.

Preliminary figures for 1969 indicate that there were 281,947 temporary disability injuries, 14,604 permanent disability injuries and 965 fatalities.

Table H-2 presents data on the Workmen's Compensation settlement rates, that is, the number of claims settled by the various Workmen's Compensation Boards in relation to each 10,000 workers employed. For 1969, the rate for temporary disability was 362.4 for each 10,000 workers employed; for permanent disability, 18.8; and for fatalities, 1.2.

Table H-3 presents a two-year comparative analysis by province of the employment injuries reported to Workmen's Compensation Boards in 1968 and 1969. In addition to those injuries recorded in Table H-1, Table H-3 includes 499,643 medical aid cases. In 1969, preliminary figures indicate that 797,159 injuries of all types have been reported for Canada. The provincial totals vary from 361,532 in Ontario as a maximum to a minimum of 2,058 in Prince Edward Island.

These two provinces also have the high and low figures for each of the type of injuries reported—that is, medical aid cases, temporary or permanent disability, and fatal accidents.

Table H-4 is concerned with employment fatalities only, on an industrial basis for the years 1960 to 1969. This table is compiled from other sources mentioned above such as newspaper reports, as well as Workmen's Compensation Board reports. As indicated, the total number of fatalities was 1,057. The largest number of fatalities, 219, occurred in the construction industry, and transportation was a close second with 205. The finance industry had the smallest number of fatalities, two. This is followed by the fishing industry, which recorded 18 fatalities. The figures for 1969 indicate that there has been very little change in the percentage of fatalities experienced by each industry.

Table H-5 gives an analysis of the fatality rates per 10,000 workers employed on an industrial basis from 1960-1969. Mining leads the list with a fatality rate of 13.0 and is followed by forestry with 10.5 and fishing with 8.6. Although fishing is one of the industries with the least number of fatalities, it has one of the highest fatality rates. The lowest fatality rates were in the finance industry with 0.1, and the service industry with 0.2. For all industries the fatality rate in 1969 is 1.4 compared with a 1.8 average rate for the past 10 years. The data seem to indicate a tendency of general decline for fatality rates, which may suggest an increased employer and employee consciousness of industrial safety practices.

Table H-6 presents a more detailed industrial analysis of the total employment fatalities by province for 1968 and 1969.

Table H-7 analyzes the type of accident that caused the fatality. Of the total of 1,057 fatalities in 1969, 259 were the result of a person being struck by an object, 250 were caused by collisions, derailments or wrecks, and 208 were due to falls and slips. At the lower end of the scale, the data indicate that the least number of fatalities was caused by a person striking against or stepping on an object. This type accounted for only four of the fatal injuries.

Table H-8 presents employment fatalities by industry and occupation on a comparative basis for 1968 and 1969. As indicated in the table, craftsmen, production process and related workers incurred the largest number of fatalities, 343. The group of workers experiencing the smallest number of fatalities were clerical workers with 9. The occupational group, miners, quarrymen and related workers, however, experienced the highest fatality rate per 10,000 workers employed with a rate of 23.04. As might be expected, the clerical workers experienced the lowest fatality rate, 0.08. The above relative positions were the same as in 1968.

The final table, Table H-9, analyzes the fatality rates by sex, broken down into three sections; sex and industry, sex and occupation, and sex and age group. As indicated in the table, during 1969 there were only 7 fatalities, out of the total of 1,057, incurred by women workers. With regard to the sex and age analysis, the 65 years of age and over group incurred the highest fatality rate of 4.85. Generally speaking, the fatality rate seems to increase with age, with a plateau in the 25 to 64 year old age group, that is, the common working age for most people.

Table 1 illustrates the number of fatalities and fatality rates for male and female workers over the ten year period 1960-1969. As was the case in 1968, the 1969 fatality rate of 1.99 for males is again below 2.0. For all previous years in the 1960s, the rate was above 2.0. For females, the fatality rate was 0.03.

During 1969, preliminary figures indicate that there were 15 multi-fatality single accidents. These accidents resulted in death to 49 workers. For a more detailed analysis of these accidents, see the quarterly reports in the August, November, February and May editions of The Labour Gazette.

Table 1

	Fatalities		Workers Employed		Rate per 10,000 Workers Employed	
Year	Men	Women	Men	Women	Men	Women
1960	1,124	10	4,362	1,593	2.58	0.06
1961	1,082	4	4,381	1,674	2.47	0.02
1962	1,128	7	4,488	1,737	2.51	0.04
1963	1,220	13	4,567	1,808	2.67	0.07
1964	1,314	6	4,698	1,911	2.80	0.03
1965	1,318	8	4,842	2,020	2.72	0.04
1966	1,227	15	4,983	2,169	2.46	0.07
1967	1,152	4	5,083	2,296	2.27	0.04
1968	1,014	3	5,146	2,391	1.97	0.01
1969*	1,050	7	5,272	2,508	1.99	0.03

* Preliminary

Consumer, March 1970

The consumer price index (1961 = 100) increased 0.2 per cent to 128.9 in March from 128.7 in February and was 4.6 per cent higher than in March 1969. Four of the seven major components registered increases ranging from 0.4 per cent to 0.7 per cent.

The food index declined 0.6 per cent to 130.5 from 131.3 and was 5.4 per cent above the level of a year ago. Beef and pork prices registered decreases of 1.2 per cent and 1.5 per cent, following two successive months of increases. The price of eggs dropped 11.9 per cent and was almost 30 per cent lower than the December 1969 level. The March price level was 1.1 per cent higher than a year ago.

The clothing index moved up 0.7 per cent to 126.0 from 125.1, and was 1.8 per cent above the level of a year ago. Following midwinter sales, prices were higher for many items of men's, women's and children's wear. There were noticeable increases for men's suits and topcoats, and women's spring coats and dresses. Footwear and piece goods rose in price, and because of specials on dry cleaning charges in Winnipeg and Saskatoon, clothing services registered a decline.

The transportation index advanced 0.4 per cent to 124.0 from 123.5 and was 4.8 per cent higher than in 1969. Automobile operating costs were higher, although new car prices declined 0.2 per cent. Repair prices rose 2 per cent to 5 per cent, and lubrication charges 1.8 per cent. Gasoline prices rose 0.5 per cent because of in-

Price indexes

Lower prices for potatoes, carrots, cabbage and celery outweighed increases for tomatoes, turnips and onions. Among fresh fruits, a 6 per cent decrease in grapefruit prices was not enough to offset higher prices for apples, oranges, and bananas. Fresh milk prices declined 0.1 per cent. Lower prices for bread, cake mixes, and some breakfast cereals were balanced by increases for flour and macaroni. Some items which, in the latest month, and since a year ago, have recorded increases are: peanut butter, 6.0 per cent in the latest month and 13 per cent since a year ago; regular coffee, 1.8 per cent (10 per cent); and lard, 1.8 per cent (19.2 per cent). The price of restaurant meals advanced 0.2 per cent.

The housing index rose 0.7 per cent to 129.2 from 128.3 and was 5.2 per cent higher than last year's index. Increased shelter and household operation prices contributed equally to the increase. Rents rose 0.3 per cent and the home-ownership component increased 0.8 per cent, reflecting higher prices for new houses and repairs. Electricity prices rose substantially in the Province of Québec, and telephone rates rose in some cities in Nova Scotia. The price of home furnishings was unchanged as sales on some furniture items offset increases for floor coverings, household textiles and utensils.

creases in Saskatchewan; the price of tires and batteries each advanced 1.4 per cent. In the local transportation groups, higher bus fares were recorded in Ottawa, Sudbury and Sherbrooke.

The health and personal care index was unchanged at 137.7 and was 6.3 per cent above its level of a year ago. A 50 per cent rise in the price of men's haircuts in Québec City was offset by minor declines for a number of toiletry items.

The recreation and reading index increased 0.4 per cent to 129.5 from 129.0 and was 3.5 per cent higher than a year ago. The increase in the latest month was entirely attributable to a rise of 6.6 per cent in the price of television repairs. At 126.5, the tobacco and alcohol index was unchanged and was 3.8 per cent higher than a year earlier.

City consumer, March 1970

The consumer price index (1961 = 100) increased in five regional cities and city combinations, declined in two and remained unchanged in three others. The movements ranged from an increase of 0.4 per cent in Ottawa to a decrease of the same size in Winnipeg.

Food indexes were lower in all cities except Edmonton-Calgary and Vancouver, with decreases ranging from 0.4 per cent in St. John's to 1.6 per cent in Halifax.

Housing indexes advanced in most cities with generally higher prices for shelter and household operation items. Clothing indexes moved up across the country as a result of higher prices for new spring lines and the removal of midwinter sales. Transportation components registered fractional movements, with the exception of the Ottawa index, which advanced 3.5 per cent because of an increase in local bus fares, and the Saskatoon-Regina index, which rose 1.1 per cent, reflecting increased prices for gasoline, tires and licensing fees. Higher television repair charges contributed to increases of between 0.1 per cent and 0.8 per cent in city recreation and reading indexes; mixed movements were recorded for health and personal care indexes. Tobacco and alcohol components were unchanged from the preceding month.

Regional consumer price index point changes between February and March were: Ottawa +0.5 to 127.0; Vancouver +0.4 to 121.8; Edmonton-Calgary +0.3 to 124.0; Halifax +0.2 to 123.8; St. John's +0.1 to 122.0; Montreal remained unchanged at 124.2; Toronto remained unchanged at 127.2; Saskatoon-Regina remained unchanged at 122.1; Saint John −0.1 to 123.1; Winnipeg −0.5 to 126.2.

Wholesale, March 1970

The general wholesale index (1935-39 = 100) rose 0.1 per cent in March to 289.5 from the February index of 289.1, and was 3.2 per cent higher than the March 1969 index of 280.5. Six of the eight major group indexes were higher, and two declined.

The non-ferrous metals products group index rose 1.2 per cent to 294.5 from 291.1 on higher prices for copper and its products. A rise of 0.6 per cent to 305.1 from 303.4 in the iron products group index reflected price increases for scrap iron and steel. The vegetable products group index moved up 0.3 per cent to 238.7 from 237.9 on higher prices for sugar and its products, vegetable oils and their products and raw tobacco. An advance of 0.3 per cent in the textile products group index to 257.5 from 256.8, was attributable to price increases for raw cotton and cotton yarns. The non-metallic mineral products group index rose 0.3 per cent to 213.7 from 213.0 on higher prices for crude oil. The chemical products group index increased slightly to 223.8 from 223.4.

The wood products group index declined 0.5 per cent to 378.1 from 380.1 in response to lower prices for fir. The animal products group index decreased 0.4 per cent to 337.2 from 338.4 reflecting price decreases for cured meats, milk and its products, eggs and livestock.



U.S. consumer, March 1970

The United States consumer price index (1957-59 = 100), seasonally adjusted, increased 0.4 per cent to 133.2 in March, compared with 132.5 in February. Between March 1969 and March 1970, prices rose 6.1 per cent.

A by-product of government economic policy—higher home mortgage interest rates produced by credit restraint—was mainly responsible for the March increase and earlier advances. These higher interest rates accounted for more than a quarter of the increase in the index, and were 23.8 per cent higher than a year ago. Medical care, which has been rising nearly every month, advanced sharply in March.

Food prices, assisted by a decline in the cost of eggs, rose only 0.1 per cent, much less than in recent months. The category of consumer durable goods rose 0.4 per cent. Seventy per cent of the increase in the March price index was due to the cost of services, led by mortgage interest rates and medical care. Other service increases included home repairs, property taxes, telephone charges and water and sewer bills.

Economic and psychological benefits of employment

"In terms of economics, every society, whatever its employment situation or its population distribution, will be concerned with the difference between an employed person contributing to the community and an unemployed person drawing upon its resources," says Promoting the Placement of Older Workers, one of several reports dealing with older workers published during recent years by the Social Affairs Division of the Organization for Economic Co-Operation and Development.

The report points out that the reasons for being concerned about the effective use of older workers are not solely economic. They are also social and psychological. These reasons prevail in every community, although their emphasis must be modified by the national employment position. Countries with more jobs than people available to fill them must be interested in methods of making use of all potential additions to the labour force. Countries with more workers than jobs, in addition to referring qualified workers to available positions, must be interested in improving the qualifications of unemployed workers so that they may be competitive in the labour market. In this way the workers will benefit and make their contribution to a country's economy.

According to the publication, every society will be interested in the effect of finding employment on the morale and mental health of the job seeker and his family. Exclusion from work may bring distress and personality deterioration. The causes may include: loss of identity; loss of means of social interaction; loss of means of killing time; and loss of a source of intrinsic enjoyment. Being out of work is so damaging to self-esteem that many people fear even normal retirement.

Reasons listed by the report for keeping older people in employment were summarized as follows:—they are potentially valuable manpower; their employment increases buying power; their employment increases income tax revenue and reduces the charges on public assistance; the resultant tax reductions reduce the burden on workers in younger age groups; and their productive participation means greater happiness for them and their families.

The publication includes conclusions of the OECD's Manpower and Social Affairs Committee on policies for the employment of older workers. These conclusions explain that, although the employment problems of older workers may in some cases become apparent on the job through falling productivity, they more often become evident when these workers have to seek new jobs, or transfer to new occupations requiring training due, in some cases, to: the high rate of technological and economic change; and the fact that many younger people have had longer and more recent periods of education and training. The preference for younger persons and the views held by some employers concerning older workers as a class constitute barriers to a fair appraisal of their competence and potentialities. The prevalence



of formal or informal age limits in hiring and job placement are evidence of these attitudes, even if exceptions are made or the limits relaxed in periods of labour shortages.

The Committee's recommendations are that member countries consider measures aimed at preventing older workers from being forced into unemployment, less remunerative employment, and premature retirement, and at extending the opportunities for their productive employment. These recommendations include programs for health, education and vocational training that would be made available to workers to promote mental and physical adaptability to changing job requirements and social needs.

Another suggestion made in the conclusions was that **training methods in public and private establishments should be specifically adapted to the learning needs of older persons. Preparatory general education might be acquired by individuals before their occupational training for suitable available jobs.** According to the OECD Committee, such general education and training should be carried out under conditions providing personal security in an environment that minimizes distraction. Special materials should permit learning through controlled experience, participation, discrimination and discovery in a series of problem-solving tasks. Instruction should be brief and easily comprehensible. The program should allow time for consolidation of what has been learned. Where jobs are not immediately available, experiments point to the value of multi-occupational training.

The proposals urge measures to discourage employers by appropriate means from imposing general maximum age limits when engaging new employees, and suggest the conducting of a special educational program designed to persuade employers to consider older job applicants on their individual merit.

Another recommendation was that **pension systems allow for flexible retirement from work, except where job requirements indicate otherwise. It proposed that private and public bodies concerned with retirement benefit or pensions systems be encouraged to review their practices to permit greater personal choice as to age of retirement.**

According to the Committee's conclusions, individual enterprises should promote the continued use of their older employees through personnel policies that minimize redundancy by internal job transfers, job redesign and training techniques especially adapted to older workers. Institutional policies that limit the employment of older workers should be modified without impairing the value of the benefits to all employees. **Promoting the Placement of Older Workers,** OECD, Paris 1967. **No. 4,** available in Canada from the Queen's Printer, Ottawa, or a Queen's Printer's Bookshop; $2.30.

No communication problem

Albert Schmitt has worked for McDonnell-Douglas Corporation for 27 years. He moves quickly and competently around his work section in the huge aerospace complex outside St. Louis, Missouri. He is obviously on excellent terms with his supervisor, J. E. Cresswell, who describes him as "an ideal employee."

Albert Schmitt has been deaf and mute since infancy.

In 1942, McDonnell was hard pressed by the manpower shortage, as were most other wartime industries. Mr. Schmitt applied for a job and was sent to a company training school to learn shop techniques. He was sent also so that the company could find out whether deaf persons could perform adequately in production. Mr. Schmitt learned his skills well, and McDonnell learned that the deaf, even a mute like Albert Schmitt, can do a job as well as the person without such handicaps.

Since that time, McDonnell has hired more than 100 deaf persons. According to one supervisor, "They're better than the average worker. They're not so distractable. You don't have that problem of too much socializing and not enough work. They stay on the job."

To communicate with the employees, Mr. Cresswell took it upon himself to learn sign language three years ago when he was appointed supervisor of Mr. Schmitt's production group. "It wasn't easy in the beginning," he recalled. "Whenever I wanted to tell Albert something, I'd have to rehearse it first."

William Schwarz, a deaf riveter at McDonnell, can read lips and speaks quite clearly. He has worked for the firm for nearly 19 years. Mr. Schwarz is also considered an exceptional worker by his supervisor, who said that the deaf man can communicate easily with his fellow workers "when it's something to do with the job. Sometimes it's a little hard if they get onto other subjects."

Gerry Whittington, Supervisor of General Employment for McDonnell, said that, depending on a deaf person's skills and the company's personnel needs at the time he applies, "we have no qualms at all about hiring the deaf." The company employs many deaf girls doing keypunch work in the automation department; most of the deaf men are in sheet metal fabrication and assembly work. "Needless to say, we are not going to put



Supervisor Les Batton

Albert Schmitt

a deaf person in a hazardous area. If a man is in danger through some shop accident, and somebody yells to warn him, he has to be able to hear it," Mr. Whittington said.

"We give training to all new employees who come without skills, but it's in the form of lectures and films as well as practical experience and it would be very difficult for a deaf person to catch it all. So we usually train the new employees on the job—assign one person to just stay with him and show him what he has to do," Mr. Whittington explained. "We always ask the foreman, of course, but we've seldom had one turn us down."

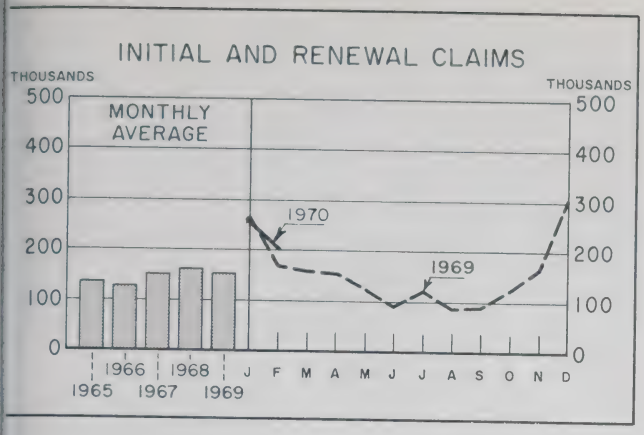
All the deaf production workers at McDonnell, including several husband and wife teams, are members of the International Association of Machinists and Aerospace Workers (IAM). "The deaf and deaf mute workers are among our most respected and well liked members," an IAM representative said. The company was hit by strikes last year. In strike vote meetings, a special section was set aside for the deaf workers, and a union member with normal hearing and knowledge of sign language served as a translator so that the deaf men and women could fully participate in the heated debates.

Unemployment insurance report

Summary Table

Activity	Feb. 1970	Jan. 1970	Feb. 1969	Cumulative Data: Jan. to Feb. 1970	Cumulative Data: mont endi Februa 19
		(in thousands)			
Insured population at end of month	—	5,610	5,551	—	—
Initial and renewal claims filed:					
Total	201	266†	169†	467	1,88
Initial	155	212†	135†	367	1,43
Renewal	46	55†	34†	100	45
Claimants currently reporting to local offices	694	659	631	677*	41
Beneficiaries (weekly average)	549	549	536	549*	31
Weeks compensated	2,196	2,198	2,145	4,394	15,97
Benefit paid	$77,632	$76,500	$67,394	$154,133	$524,49
Average weekly benefit	$35.34	$34.81	$31.42	$35.08	$32.8

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.

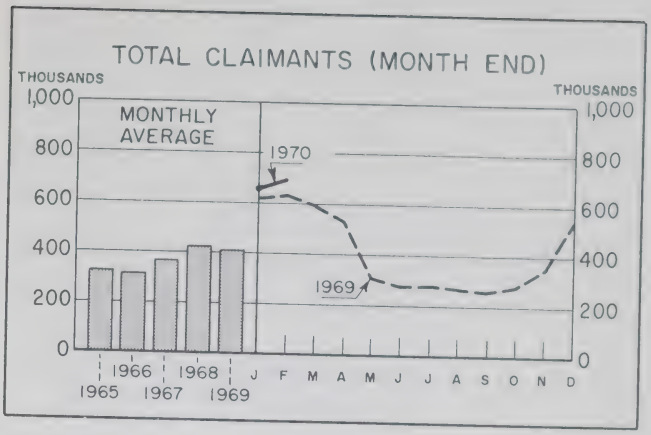


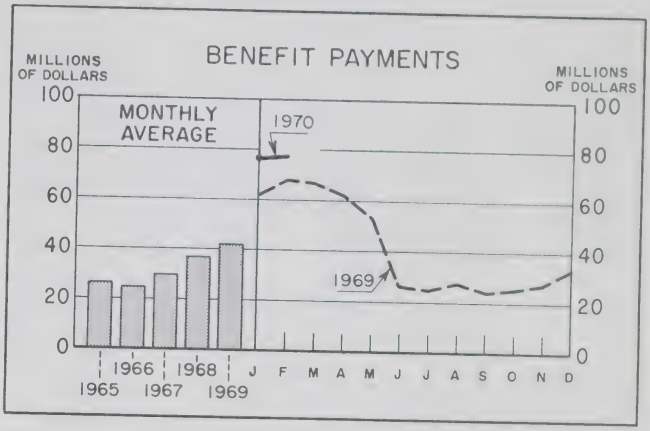
A total of 200,824 initial and renewal claims were filed in February 1970. This total was a decrease of 65,320, 25 per cent, from the number of claims filed in January 1970 but an increase of 32,235, or 19 per cent, over the number of claims filed in the same month a year ago.

With the exception of Ontario, all provinces experienced claim decreases over the previous month that were greater than the Canadian average of 25 per cent. In Ontario, partially as a result of temporary layoffs in the automotive industry, the number of claims filed decreased by only 7 per cent.

Compared with the same month a year ago, a tightening in the Ontario labour market is indicated by the increase of 14,836, or 32 per cent, in initial claims and an increase of 9,792, or 84 per cent, in renewal claims. The claim increase in Ontario combined with the claim increase in Québec for this same period—an increase of 4,597, or 12 per cent, in initial claims, and an increase of 2,686, or 24 per cent, in renewal claims—coincides with 93 per cent of the total Canadian claim increase between February 1969 and the same month this year.

Claimants for unemployment insurance benefit totalled 694,416 on February 27, 1970. This was an increase of 34,957, or 5 per cent more than the 659,459 claimants registered on January 30, 1970. All provinces, with the exception of British Columbia, experienced claimant increases ranging from 510, or 9 per cent, in Prince Edward Island to 17,343, or 9 per cent, in Ontario. In British Columbia, a decrease of 1,584 in the male claimant population created a 2 per cent decrease in the provincial claimant population.



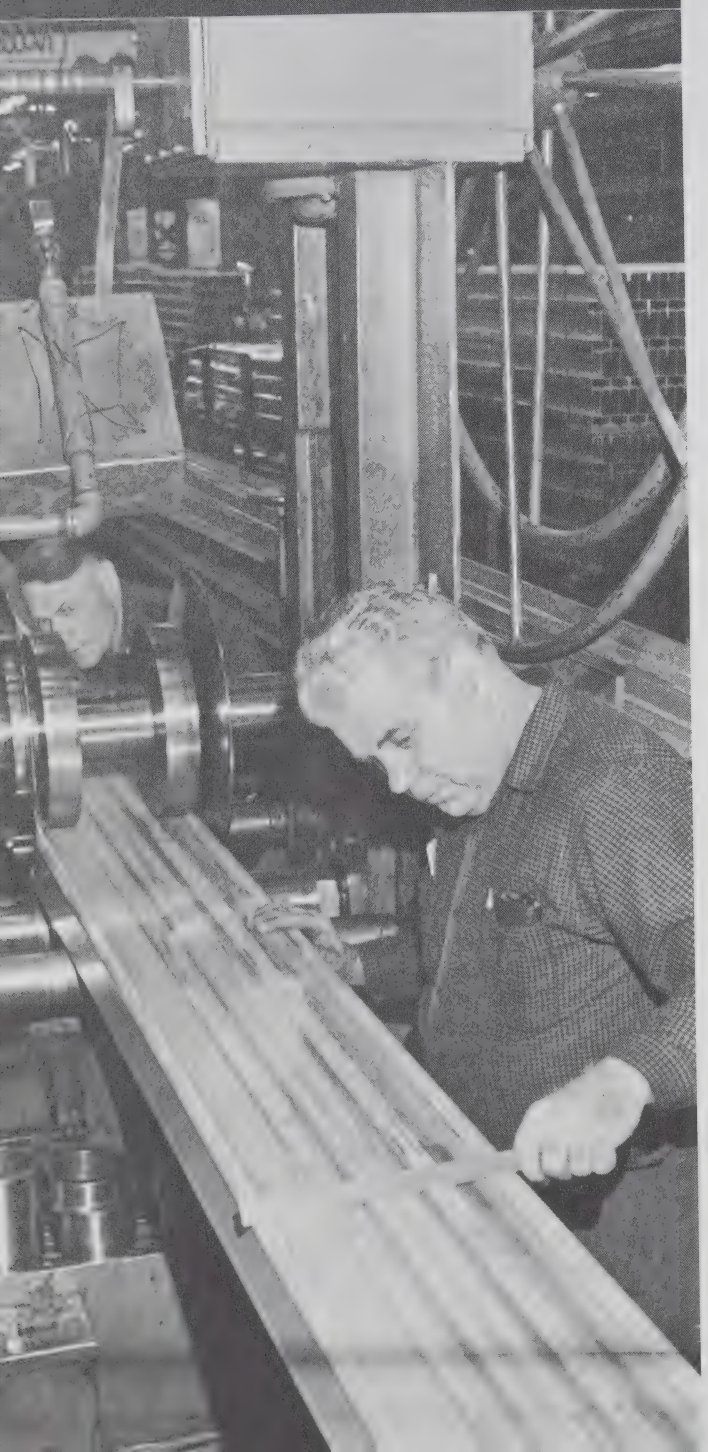


Although, on average, both male and female claimant populations each increased by 5 per cent in Canada, experience varied greatly between provinces. Of the total increase in claimants between January 30 and February 27, 71 per cent is accounted for by males.

The claimant count on February 27, 1970, is an increase of 63,394, or 10 per cent, over the 631,022 claimants registered on February 28, 1969. In a comparison of provincial data from these two reference dates, Newfoundland, Prince Edward Island and British Columbia retained smaller claimant populations as a result of fewer male claimants. All other provinces experienced increases in their claimant count, ranging from 538, or 2 per cent, in New Brunswick to 37,939, or 21 per cent, in Ontario.

The average number of beneficiaries per week during February 1970 was estimated to be 549,100 compared with 549,400 in the preceding month and 536,200 in February 1969. Benefit payments totalled $77.6 million in February 1970, compared with $76.5 million in the previous month and $67.4 million in February of last year. Average weekly benefit paid was $35.34, compared with $34.81 in January and $31.42 in February 1969.

A matter of trust



It started back in 1958 with the XYZ theory of management, and a man named Mel Williamson, a new works manager at the Alcan plant in Kingston. Mr. Williamson had not only read articles on the theory (L. G., Feb. 1969, p. 92), but came up with an obvious but often untried premise: "No man can run a plant single-handedly from one desk." Plants, like their botanical counterparts, were organic things, and if they were to function and continue to grow and compete, you had to create the proper soil to nurture them. And this would mean picking the brains and getting the co-operation of every worker in the organization.

Workers wanted not only to work, thought Mr. Williamson, but they wanted to work creatively. Most of the trouble seemed to stem from stifling a worker's potential, and it was this potential that could give the company the extra dividends it hadn't bargained for. Mr. Williamson began by delegating work to his department heads and encouraging them to pass on responsibility to their subordinates. This eliminated the necessity of passing through several levels of authority before a decision was made, and naturally expedited work. It also reduced the levels of management in some cases from about 12 to four or five.

The Personnel Manager, Fred Whitney, who had been with the company since 1939, was in accord with Mr. Williamson's method. So with his help, and with the help of many capable people, like Roy Collins, Alcan's Assistant Personnel Manager, **Alcan tossed out its time clocks and put 1,500 blue-collar workers on salary.**

When 1962 began, time stopped at the Alcan plant. No whistle signified the beginning and end of shifts, and the managers waited in the wings, not without trepidation, for the work performance to begin. And begin it did. Without the whistle to tell them to stop, some men just had to keep on working, not because they were forced to, but because they wanted to finish something before they left for the night. The result was that, whereas previously there had been a half hour lull, the machines never stopped; they just kept whirring along. And you couldn't tell where one shift left off and the other began.

Of course, it was tough initially on the foremen. And some of them just couldn't adjust. The foremen had to make more decisions, and they had to be sensible humane decisions. Somehow they had to help the foreman understand the newer approach and his role in it. **Between 1960 and 1963, foremen and other members of management attended classes in business administra**

tion at Queen's University for a half day a week for a ten-week period. There were 30 men to each class, and those that were unable to adjust to the new role were retired early or moved to other jobs. With their new responsibility, and with the new responsibility of each worker on the foreman's team, it just didn't seem appropriate to regard them as "blue-collar" workers any more, so with the consultation of management at all levels the company decided to discontinue the hourly wage scale too, and, in October 1966, the Kingston Alcan workers became salaried employees.

Now, foremen took a keener interest in the whereabouts of their men. Before, if a man missed half a day it didn't seem to matter so much because the company didn't pay him. But the foreman's attitude changed with the introduction of salaries, and so did the attitude of the men. Some who looked forward to the opening of the hunting season or the fishing season, and who didn't mind taking the odd day off, suddenly became very responsible. They were being paid for the day, and somehow it just didn't seem right not to be there. And of course, some of the men who used to be at work every day under the hourly wage deal thought they could "goof off" now and then at company expense. But the irresponsible group was definitely in the minority. **"When we took away the controls we were warned that production would become sloppy," Mr. Whitney said. "Let me ask you then if producing more metal at a cheaper price is an indication of sloppiness?"**

Naturally other companies write and phone and send representatives to Alcan. "We want to use your ideas. Tell us how it's done," they say. And these requests are a source of apprehension for both Mr. Whitney and Mr. Collins. Too often the requests are for the working procedures of the salary plan and time clock innovations, rather than the company's basic industrial relations philosophy. Mr. Collins fears that some of these procedures may be adopted as isolated "gimmicks." And both men want this made clear: the salary plan and other attention-grabbers are not the cause, but the result, of mature industrial relations.

Since Alcan's management philosophy changed direction, Mr. Collins stated, the results have been positive, although not measurable. **There is increased economic security for employees, people are working together more closely than before, the level of employees' constructive critical comment is up, employees are finding work more interesting, and there is an indication of more job satisfaction.** "Although we can't prove any of these things," Mr. Collins said, "we are confident we've made substantial improvements."

The company has done an almost complete about-face since wartime control in the 1940s. Aluminum manufacturing was an essential industry, and the human side of management tended to get lost in the rush to meet production schedules.

"The guys used to fill in three forms to draw a part from the warehouse, but our new philosophy changes all that," he said. "Now if a man wants a two-inch bolt, he goes to the warehouse and simply says 'I need a two-inch bolt' and they hand it to him." In another move to give the working man an identity, the 150-member inspection department was discontinued. Inspection department workers were placed elsewhere in the plant because, Mr. Whitney said, "we felt the man on the machine had, with training, the ability to judge his own work."

Mr. Whitney recalls the evening he stopped a mechanic in the hallway. The mechanic told him that he had installed new bearings in a machine and had come back to see how it was running. "The point to this," Mr. Whitney said, "is that the man was working day shift, and here he was in at 8 o'clock in the evening because he was interested in his work."

Alcan employees are encouraged to take an interest in their work. A worker is shown how his particular job fits into a wider context. At another Alcan plant recently, an operator of an aluminum foil machine took it upon himself to alter an order for wrapping paper slated for a candy manufacturer. The order called for foil rolled with the shiny side up, but the operator rolled the foil with the shiny side down. He decided to make the decision for two reasons: he had visited the candy factory on company time and noticed how the foil was used, and he knew that the company respected his judgment and would not discipline him if it turned out that he had made the wrong decision.

But how do the unions react? Gordon Tuepah, who heads Local 343 of the United Steelworkers of America, and keeps a keen eye on the welfare of the plant's 1,135 union members, says that, in spite of the plant's policy of human dignity, delegation of authority and trust,



people are still people, and do have problems from time to time. **"But the company is willing to discuss with the union, all matters affecting the employees, and the union is willing to discuss matters with the company. A lot of companies tie themselves up with rules, and when they have a problem, they apply the rules. One side gains and one side loses, and this usually means trouble when the time rolls around for the next negotiations."**

Mr. Tuepah, who worked 23 years in the foil-rolling department, would like to see more companies rating their blue-collar workers as "first-class citizens." The more the worker is permitted to contribute to his job, he said, the less the company has to rely on rules.

"When a new machine went in recently, do you know where the operators were? They were in a classroom learning how to run the new machine," Mr. Tuepah said. "These guys who work in a group are consulted about changes. Back when I started on the rolling machines, we were never told what was happening. Engineers would install new machinery and after it was ready and humming, we were brought in and told: 'Here, you push this button to start, and this to stop. If anything goes wrong don't touch anything, call the boss.' Now they realize that, just because a guy wears a blue collar, it doesn't mean that he hasn't got a head on his shoulders."

It used to be, Mr. Tuepah explained, that the unions wanted rules so that they could fight management, and the companies used rules to cut down the unions. "But now, 98 per cent of our problems are dealt with on a person-to-person basis rather than writing out a grievance." And any employee has a right to meet with a manager, up to and including the head man at the plant.

"Naturally there comes a time when a guy has a grievance and I know without a doubt that I can beat him in a legal fight," Mr. Whitney said. "But if we go ahead and win where's the satisfaction? You've still got a disgruntled employee on your hands, and that's no gain for the company." Mr. Whitney went on to say that **in union-management dealings, the contract is seldom on the desk. Rather than fight with the printed word, the two parties are more inclined to sit down and discuss how they can reach a reasonable decision together.**

Michael Waller, President of the International Association of Machinists, Local 54, agrees with Mr. Whitney and Mr. Tuepah that about 95 to 98 per cent of disagreements are nipped in the bud. "The flexibility of our collective agreement works to our advantage. We know the intent behind these clauses, and the day that this doesn't work out," he said, "our agreement will look about the size of a mail order catalogue."

Both union men think the system is greater than its parts, and could not be dented by a change in union and company negotiating committees. "Of course there's always the type of employee that tries to beat the system, no matter what kind it is," Mike Waller said. "But we let him know about it in a hurry."

"The system, of course, is to our advantage," interjected Gordon Tuepah. "The more efficiently the plant operates, the more money we can negotiate for our personnel." But both men agreed that it wouldn't work in every plant, those places where there is a lot of nitpicking and strained relationships.

And what was that special ingredient that oiled the wheels of their own harmonious management-union relationship? "I guess you could call it a matter of trust," they agreed.



Legal decisions

Two cases originating before the Ontario Labour Relations Board concerned the problem of certifying a union for employees whose qualifications or duties differ from those usually admitted to membership in the union. In the first case, a cause célèbre early in 1970, the Supreme Court of Canada decided that the board had no jurisdiction to certify after determining that employees were members of a union in accord with the board's standard criteria for union membership. The Ontario Legislature has since amended the Labour Relations Act in order to incorporate the board's criteria for union membership into the Act.

Supreme Court of Canada

The International Union of Operating Engineers applied to the Ontario Labour Relations Board in February 1967 for certification as bargaining agent for employees of the Metropolitan Life Insurance Co. engaged in building maintenance and cleaning operations in Ottawa. Of thirty employees in the proposed unit, twenty-one were claimed by the union to be members. The company opposed the application on the ground that the constitution of the Operating Engineers could only be interpreted to exclude from union membership those employees claimed as members; for the board to entertain this application would be in direct conflict with the union constitution. Sec. 7 of the Ontario Labour Relations Act states in subsection 1 that "Upon an application for certification, the board shall ascertain the number of employees in the bargaining unit at the time the application was made and the number of employees in the unit who were members of the trade union at such time as is determined (by the board)" and states in subsection 3 that "if on the taking of a representation vote more than 50 per cent of the ballots of all those eligible to vote are cast in favour of the trade union, and in other cases, if the board is satisfied that more than 55 per cent of the employees in the bargaining unit are members of the trade union, the board shall certify the trade union as the bargaining agent of the employees in the bargaining unit."

The board said in its reasons for decision that the company's argument was based on the erroneous assumption that, in determining union membership for the purposes of Sec. 7, the board is bound by the provisions of the particular union's constitution. **The board, however, had a longstanding policy for dealing with the question of whether an employee is a member of a union applying for certification. The policy had been set out in this way:**

Upon receiving an application for certification, the board will require the applicant to submit evidence that each employee said to be a member of the applicant has (1) applied for membership in the applicant, and (2) indicated his acceptance of membership and his assumption of the responsibilities of membership (a) by paying to the applicant, on his own behalf, an amount of at least $1 in respect of the prescribed initiation fee or monthly dues of the applicant, or (b) by presenting himself for initiation, or by taking the members' obligation, or by doing some other act which, in the opinion of the board, is consistent with membership in the union.

The board said that it had set its own standard of membership and had not considered constitutions of applicant unions except when a constitution contains a clear-cut prohibition or express exclusion of a certain class of persons. The board had found it desirable to set a uniform standard for determining whether employees are members rather than be bound by requirements in union constitutions.

The argument that the board must look to union constitutions in order to interpret the word "members" would be entirely inconsistent with the board's policy. It was not prepared to depart from this policy. It did not regard itself as bound by membership and eligibility requirements of union constitutions when interpreting the word "members" in Sec. 7 of the Act. In determining whether an applicant union is capable of representing all the employees in an appropriate bargaining unit, the board said that it was concerned with whether the union accords all such employees full rights and privileges as members. If so, the board would find that the employees are eligible to become members and, depending on the evidence, that they are members under Sec. 7 and that the union is capable of representing all employees in the unit. The board did say that it would review its decision in a particular case if, subsequently, it came to light that employees in a unit were not being accorded full status as union members. The possibility that this might happen in the future was no ground for withholding bargaining rights. No representation vote having been held, the board found that more than fifty-five per cent of the employees in the unit were members, and it granted certification to the Operating Engineers.

The company, on the basis of the manner in which its objection to the certification application was dealt with, applied for certiorari against the board's decision. **The Ontario High Court judge found that the union constitution did not provide for admission to membership of persons other than operating engineers. It was also clear that the employees in the proposed unit were not operating engineers.** There was no dispute, nor was it suggested by the board, that the employees were members in the full legal sense as between themselves and the union. However, the board applies certain criteria that it regards as practically acceptable in such cases; when the criteria are satisfied, the board has not considered itself bound by the union constitution. Although he concluded that the board had erred in law on the face of its decision, the Ontario High Court judge held that, under the Labour Relations Act, the error was in a matter within the board's exclusive jurisdiction, and that privative clauses prevented any review of that error by way of certiorari proceedings. The Ontario Court of Appeal unanimously affirmed the High Court decision. The certiorari action having been dismissed in the Ontario courts, the company appealed to the Supreme Court of Canada.

Mr. Justice Cartwright, speaking for the Supreme Court, said that there was no serious dispute regarding the principles that guide the court in deciding whether it has the power and duty to review the decision of a lower tribunal when the act creating the tribunal contains a privative clause; the difficulty arises with the application of the principles to a particular set of facts.

The source of the board's jurisdiction and the nature of the task imposed on it before granting certification in this case are to be found in Sec. 7 of the Act. No representation vote having been taken, the board had to be satisfied that more than fifty-five per cent of the employees in the proposed unit were members of the union. If the board had addressed itself to this question, its decision could not be interfered with by the court, even though the board had erred in fact or law.

From the reasons given by the board for its decision it was clear to Mr. Justice Cartwright that the board, instead of asking itself the question whether more than fifty-five per cent were members of the union, had inquired whether, in regard to the required number of employees, certain conditions had been met: (1) the employee had applied for membership; (2) the employee had indicated his acceptance of membership and its responsibilities by paying to the union at least one dollar of the prescribed fees or dues; (3) the constitution of the union contained no express prohibition of the employee being admitted to membership; and (4) the union had accorded to the employee full rights and privileges as a member. **On being satisfied that these conditions had been fulfilled, the board would treat an employee as a member of a union for purposes of certification, even if it were plain from the terms of the union's constitution and from the nature of the qualifications and duties of the employee that he was not and could not be a member of that union.**

Mr. Justice Cartwright found that the board, by proceeding in this way, failed to deal with the question imposed on it by Sec. 7 and, instead, decided a question that was not imposed on it. The board thereby stepped outside of its jurisdiction; the privative clauses in the Ontario Labour Relations Act gave no protection to the board's certification order in this case. The company's appeal was allowed by the Supreme Court of Canada, and the board's decision to certify was quashed. **Metropolitan Life Insurance Co. v. International Union of Operating Engineers, Local 796, et al.,** decided January 28, 1970, 70 CLLC, para. 14,008.

Ontario Court of Appeal

In the second case, the court, although finding that the labour relations board had erred in law, upheld the board's decision not to certify a union that admitted to membership persons other than security guards.

A local of the Labourers' International Union of North America applied to the Ontario Labour Relations Board for certification as bargaining agent for employees of a company that provided security guard services to others on a contract basis. In part, Sec. 9 of the Ontario Labour Relations Act states that no employer shall be required to bargain with a trade union on behalf of any person employed as a guard if the trade union admits to membership or is chartered by, or is affiliated, directly or indirectly, with an organization that admits to membership persons other than guards. The Labourers' Union is one that admits to membership persons of varying degrees of skill, including unskilled workers. **The Labour Relations Board took Sec. 9 to mean that a trade union is not qualified to represent security guards if the union is not a security guards' union. As a result, the board refused to certify the union for the unit of guards.**

The Labourers' local sought review of the board's decision by way of certiorari, but the Ontario High Court decided that the board's decision was not reviewable even though the judge was inclined to the view that the board had erred in its interpretation of Sec. 9.

The Ontario Court of Appeal agreed with this judgment. Taking into account the history of Sec. 9, the three judges were of the opinion that the board's interpretation of that provision overplayed its purpose, which is, the court said, to limit representation of security guards employed to protect their employer's property to an independent, unaffiliated union that embraced no other category of members. The provision was being read too widely if the board understood it to cover guards whose employers contracted out services to others. Although not adopting the board's interpretation of Sec. 9, the Court of Appeal said that the board had jurisdiction to interpret provisions such as Sec. 9 and to apply those provisions as interpreted; moreover, the act contained a privative clause.



The board's decision not to certify the Labourers' local, although based on an interpretation that was unacceptable to the court, was not reviewable. The union's appeal was dismissed. **Labourers' International Union of North America, Local 183 v. Knight Security Guards Ltd.,** decided May 6, 1969, 69 CLLC, para. 14, 185; [1969] 5 D.L.R. (3d), Part 8, p. 707.

General topics

Wage schedules

During March, the Department of Labour prepared 280 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 188 contracts in these categories were awarded. In addition, 220 contracts containing the General Fair Wages Clause were awarded. A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Indian Affairs and Northern Development	2	$667,228.50
Post Office	39	826,386.41
Supply and Services	120	522,226.00

During March, the sum of $5,891.40 was collected from 23 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 123 workers concerned.

Employment review

Employment increased by 20,000 to 7,525,000 between February and March and was 54,000 higher than in March 1969. Unemployment advanced 16,000 to 542,000; in recent years it decreased or showed little change during this period. The labour force, at 8,067,000, was 36,000 higher than in February, and 148,000 higher than a year ago. The unemployment rate in March, seasonally adjusted, was 5.1 per cent.

Employment

In non-farm employment, the largest gains were in trade, 25,000, and community, business and personal service, 22,000. The employment expansion in construction, 15,000, was above average for this time of year. A larger-than-usual employment decline occurred in forestry, 23,000; in transportation, communication and other utilities, there was a decline of 21,000. There was little change in farm employment.

Compared with a year earlier, employment in community, business and personal service showed the largest increase, 88,000, with a smaller increase in finance, insurance, and real estate, 19,000. A decline of 28,000 in agriculture partially offset the gains in non-agricultural industries. Regionally the annual increases in British Columbia and Ontario were 4.0 per cent and 1.3 per cent. In other regions, there was little change.

Unemployment

Unemployment, at 542,000, was 16,000 higher than in February and 94,000 more than a year ago. The annual increases in the number of unemployed were: Ontario, 42,000; the Prairies, 21,000; Québec, 16,000; and British Columbia, 15,000. There was no change in the Atlantic region.

Of the total unemployed in March, 145,000, or 27 per cent, had been unemployed for less than a month, 36 per cent for one to three months, and 37 per cent for four months or more. Unemployment in March represented 6.7 per cent of the labour force, compared with 5.7 per cent in March 1969 and 6.4 per cent in March 1968.

U.S. employment

Unemployment rose 4.8 per cent in April from 4.4 per cent in March—the largest advance in ten years. The unemployment total increased by 300,000 to 4,000,000.

The growth in the number of unemployed is a continued reflection of the government's tight fiscal and monetary policies and the resultant slowing in the economy. Layoffs in the defence and aerospace industries have swamped the labour market at a time when the civilian manpower demand is at its lowest level in about six years.

Unemployment insurance fund

During March, 21,498 investigations were finalized across Canada. Of these, 13,563 were on-premises investigations, 2,071 were selective investigations and 1,966 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 588 formal investigations and 3,310 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,761.

Prosecutions were commenced in 288 cases, 287 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in March totalled $46,229,380.85 compared with $51,359,835.68 in February and $48,749,078.68 in March 1969. **Benefits paid in March totalled $24,280,170.00 compared with $19,929,622.00 in February and $66,440,570.04 in March 1969.** The balance in the Fund on March 31, 1970 was $461,098,080.49 compared with $498,887,817.48 at the end of February and $382,638,687.36 on March 31, 1969.

New publications

A supplement to the Canada Department of Labour publication, **Workmen's Compensation in Canada,** covering changes in workmen's compensation laws in 1969 is available free from the Publications Division of the Department. Prepared by the Legislation Branch, the supplement is a reprint of an article that appeared in the March 1970 issue of **The Labour Gazette**, with the addition of up-to-date tables of benefits. The revised tables show the benefits and allowances payable under workmen's compensation laws at the end of 1969.

The Legislation Branch has put together in one pamphlet the articles on labour legislation in 1968-69 that appeared in the December 1969 and January and February 1970 issues of **The Labour Gazette**. The pamphlet, titled **Developments in the Enactment and Administration of Labour Laws in Canada 1968-69,** describes

changes made during the year in labour standards, human rights, industrial training and apprenticeship, industrial safety and labour relations. The articles are in both English and French. Interested persons may obtain a copy of the publication free on application to the Legislation Branch, Canada Department of Labour, Ottawa.

For users of the Legislation Branch publication, **Labour Relations Legislation in Canada**, which was recently reviewed in **The Labour Gazette** (L. G., March, p. 196), a separate reprint of the article, describing changes in labour relations legislation in Canada 1968-69, is available free from the Publications Division. This article updates the material in the main publication, describing the important enactments of the year, including the establishment of a Labour Court in Québec.

July credits

Unemployment Insurance Report, p. 492, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 507, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 504, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act concerning the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal Decisions, p. 497, is prepared by the Legislation Branch of the Canada Department of Labour.

A Matter of Trust, p. 494, extracted from Teamwork in Industry, a publication of the Labour-Management Consultation Branch, Canada Department of Labour.

Economic and psychological benefits of employment, p. 488, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Employment injuries, p. 484, are prepared by the Surveys Division of the Canada Department of Labour's Economics and Research Branch.

Photos. NFB: Cover, p. 473, 476, 477, 479, 481, 482, 487, 489, 497, 499. Murray Mosher: p. 466. Gabor Szilasi, Montreal: p. 468. Public Archives of Canada: p. 470. William C. Baird Photography, Kingston, Ont.: p. 494, 496. Murray MacGowan: p. 515.

Omissions

There will be no B or C-3 tables this month. Information for the B table, Estimates of Labour Income, by Industry, and the C-3 table, Estimates of Employees by Industry, Provinces and Canada, were not available at press time.

Technical notes to "E" tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 10-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in Employment and Average Weekly Wages and Salaries (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

*Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

Conciliation before the minister of labour

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

M & P Transport Ltd., Montreal, Qué., and the Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne).

B.C. Air Lines Limited (air engineers, mechanics and allied trades) Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

The Shipping Federation of Canada, Inc., Port of Halifax, and International Longshoremen's Association, Local 1341 (Conciliation Officer: C. A. Ogden).

Robin Hood Flour Mills Limited, Montreal, Qué., and le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN) (Conciliation Officer: S. T. Payne).

Les Minoteries Phenix Limitée, Montreal, Qué., and le Syndicat National des Employés des Minoteries Phenix (CSN) (Conciliation Officer: S. T. Payne).

Ogilvie Flour Mills Co. Limited, Montreal, Qué., and le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN) (Conciliation Officer: S. T. Payne).

Les Moulins Maple Leaf Ltée., Montreal, Qué., and le Syndicat National de la Meunerie Maple Leaf Limitée (CSN) (Conciliation Officer: S. T. Payne).

Sabena Belgian World Airlines (traffic agent, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers' Union of America (AFL-CIO), Air Transport, Local 504 (Conciliation Officer: S. T. Payne).

The Hamilton Harbour Commissioners, and Canadian Union of Public Employees, Local 958 (Police Unit) (Conciliation Officer: K. Hulse).

Canadian Broadcasting Corporation, and the Canadian Wire Service Guild, Local 213 (Conciliation Officer: K. Hulse).

Canadian Broadcasting Corporation, and le Syndicat général du cinéma et de la télévision (CSN) (Conciliation Officer: G. R. Doucet).

La Cie Transol Inc., Québec City, Qué., and Local 1141, Canadian Union of Public Employees (Conciliation Officer: S. T. Payne).

Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. A. Fisher).

Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (Conciliation Officer: G. R. Doucet).

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (Conciliation Officer: G. R. Doucet).

Canadian Coachways (Alberta) Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (Conciliation Officer: D. H. Cameron).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

United Keno Hill Mines Limited, Elsa, Y.T., and United Steelworkers of America, Local 924 (Conciliation Officer: D. H. Cameron).

Active Cartage Ltd. (Toronto and Fort Erie Terminals) and General Truck Drivers' Union, Local 879; General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5762 (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers

Midland Superior Express Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron) (L. G., March, p. 218).

National Harbours Board (Grain Elevator Group) Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: K. Hulse) (L. G., June, p. 438).

Westmount Moving and Storage Limited, Montreal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne) (L. G., Jan., p. 58).

Canadian National Railways (Canadian National Newfoundland Steamship Service) and the Canadian Merchant Service Guild (Conciliation Officer: C. A. Ogden) (L. G., Feb., p. 142).

The Shipping Federation of Canada, Inc., and the International Longshoremen's Association, Local 273, Saint John, N.B., and Local 269, Halifax, N.S. (Conciliation Officers: C. E. Poirier and C. A. Ogden) (L. G., April, p. 310).

Conciliation boards appointed

Central Mortgage and Housing Corporation (St. Georges Gardens Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la SCHL (CSN) (L. G., May, p. 369).

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (L. G., Jan., p. 59).

Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (L. G., April, p. 310).

Canada Steamship Lines Limited (Clerical and Shed Staff Groups at Montreal and the Lakehead) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., March, p. 219).

La Cie Transol Inc., Québec City, Qué., and Local 1141, Canadian Union of Public Employees (See above).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Qué. (Dispatchers and Crew Clerks) and United Transportation Union (L. G., June, p. 438).

Conciliation board fully constituted

The Board of Conciliation and Investigation established in March to deal with a dispute between West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., June, p. 439) was fully constituted in April with the appointment of Professor Joseph C. Smith of Vancouver, as chairman. Professor Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee George S. Cumming, and union nominee William A. Stewart, both of Vancouver.

The Board of Conciliation and Investigation established in March to deal with a dispute between United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L. G., June, p. 439) was fully constituted in April with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee R. A. Mahoney, and union nominee E. P. O'Neal, both of Vancouver.

The Board of Conciliation and Investigation established in February to deal with a dispute between B.C. Towboat Owners' Association (representing certain member companies) and Seafarers' International Union of Canada (L. G., May, p. 370) was fully constituted in April with the appointment of George W. Rogers of Vancouver, as chairman. Mr. Rogers was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Philip Shier, and union nominee Homer Stevens, both of Vancouver.

The Board of Conciliation and Investigation established in January to deal with a dispute between National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L. G., April, p. 310) was fully constituted in April with the appointment of L. P. Brizard of Montreal, as chairman. Mr. Brizard was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee R. Hainault, and union nominee André Thibodeau, both of Montreal.

Conciliation board not appointed

Nanaimo Bulldozing Co. Ltd., Nanaimo, B.C., and International Union of Operating Engineers, Local 115 (L. G., June, p. 438).

Certification before the CLRB

The Canada Labour Relations Board met for three days during April. It granted three applications for certification, rejected three, ordered three representation votes, and allowed the withdrawal of four applications for certification. During the month, the Board received five applications for certification, one request for a review of an earlier decision, and three applications for revocation of certification.

Applications for certification granted

United Radio and Television Workers Union, Local 291 (CLC), on behalf of a unit of salesmen employed by C.K.A.C. Limitée, Montreal, Qué. (L. G., May, p. 372).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of Canadian Pacific Railway Company, Montreal, Qué., employed in the office of the Superintendent of Pensions and Staff Registrar (L. G., April, p. 309). Certain of the employees affected had contested the application.

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hunt Transport Ltd., employed at its terminal in Burnaby, B.C. (L. G., June, p. 442).

Applications for certification rejected

International Brotherhood of Electrical Workers, Local Union 435, applicant, Metro Videon Limited, Winnipeg, Man., respondent, and Dennis Goodale, et al., interveners (L. G., June, p. 441). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Chemical Leaman Tank Lines, Inc., Niagara Falls, Ont., respondent, and Clifford Bigelow, et al., interveners (L. G., June, p. 442). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Canadian Merchant Service Guild, applicant, and Kingcome Navigation Company Limited, Vancouver, B.C., respondent (L. G., May, p. 372). The Board found the proposed unit of licensed personnel employed on the M.V. "Haida Transporter" to be included within an established unit of towboat employees. The Board rejected the application because it was satisfied that the vessel as presently operated by the respondent is part of its overall towboat and barge operation, and that the licensed personnel engaged in operating the vessel do not constitute a unit that is appropriate for collective bargaining while the M.V. "Haida Transporter" is so operated.

Representation votes ordered

General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Roberval Express Limited, Chambord, Qué., respondent, and Le syndicat du Transport Routier Inc., (CSN), intervener (L. G., April, p. 309). The names of both unions will appear on the ballot (Returning Officer: G. A. Plante).

International Association of Machinists and Aerospace Workers, applicant, Genaire (1961) Limited, Malton, Ont., respondent and James H. Mills, et al., interveners (L. G., May, p. 372). (Returning Officer: K. Hulse).

United Transportation Union, applicant, National Harbours Board, Ottawa, Ont., respondent (locomotive engineers, Port of Montreal), and the Brotherhood of Locomotive Engineers, intervener (L. G., June, p. 442). The names of both unions will appear on the ballot (Returning Officer: G. A. Plante).

Applications for certification withdrawn

Syndicat des Employés de Tessier et Fils Ltée (CSN), applicant, and Tessier & Fils Ltée, Baie-Comeau, Qué., respondent (L. G., April, p. 309).

National Association of Broadcast Employees and Technicians, applicant, and La Compagnie Radiodiffusion C.D.C.H. de Hull Limitée, Hull, Qué., respondent (L. G., June, p. 442).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Bellechasse Transport Inc., St-Henri-de-Levis, Qué., respondent (L. G., June, p. 442).

International Brotherhood of Electrical Workers, Local Union 254, applicant, and Cablevision Medicine Hat Ltd., Medicine Hat, Alta., respondent (L. G., June, p. 442).

Applications for certification received

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Compagnie Radiodiffusion C.K.C.H. de Hull Limitée, Hull, Qué., (Investigating Officer: J. Coallier).

Le Syndicat National des Débardeurs de la Baie Ha! Ha! Inc., on behalf of a unit of gatemen employed by Saguenay Terminals Limited, Port-Alfred, Qué., (Investigating Officer: R. E. Bouchard).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Expressway Transport, Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of line drivers employed by K.N.R. Truck Lines Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the M.V. "Congar" by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

Request for review

The Board received a request for review under Sec. 61 (2) of the Act from the Office and Technical Employees' Union, Local 15, Office and Professional Employees' International Union, seeking amendment of the certificates issued by the Board on December 10, 1964, and May 2, 1969, that certified the applicant union as bargaining agent for units of office employees employed in its Burnaby and Cranbrook offices by Millar & Brown Ltd., Cranbrook, B.C. (Investigating Officer: A. A. Franklin). (L. G. 1965, p. 136, and L. G., July 1969, p. 400).

Applications for revocation of certification received

W. O. McCamon, et al., applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent company, and Chauffeurs, Teamsters, and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G. 1968, p. 102, and L. G., Oct. 1969, p. 612).

Neil W. Campbell, et al., applicants, Atomic Energy of Canada Limited, Pinawa, Man., respondent employer, and Service Employees' International Union, Local 308, respondent union. The applicants seek revocation of a certificate issued by the Board covering protective services personnel (L. G. 1966, p. 657).

Wayne Wasylenko, et al., applicants, Atomic Energy of Canada Limited, Pinawa, Man., respondent employer and Service Employees' International Union, Local 308 respondent union. The applicants seek revocation of certification issued by the Board affecting personnel in the employer's Maintenance & Design Branch and Health & Safety Branch (L. G. 1966, p. 657).

Railway arbitration

Six cases dealt with by the Canadian Railway Office of Arbitration in Montreal are reported this month. One of the cases was heard on January 13, 1970 and on April 14, 1970; the second was heard on March 10, 1970; the other four were heard on April 14, 1970.

Case No. 201. An ex parte dispute between the Pacific Great Eastern Railway Company and the United Transportation Union over the dismissal of a trainman who had accumulated too many demerit marks.

Although the grievor had 15 demerit marks removed from his record by a previous award, he still had 60 demerits in March 1969 and was therefore dismissed. The union contended that the five merit marks the employee had earned for valuable service earlier in the year should have been subtracted from his total demerits, and that he should be reinstated in his job.

The company argued that the matter had not been properly processed through the grievance procedure, and that the subject matter of the grievance was not arbitrable. The arbitrator rejected both points in his interim award. The grievance was ultimately dismissed, however, because the arbitrator found that it had been company policy to use merit marks only to clear or adjust an employee's record when he had worked one year free of demerits. The grievor would not have been eligible for such a review until October 1969 at the earliest.

Case No. 202. A dispute between the CNR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the procedure followed in dismissing a reservation clerk convicted of theft.

The grievor and another company employee were apprehended while attempting to steal a television set from a shipment in transit. The grievor was later convicted in Magistrate's Court of attempted theft, and he was given a suspended sentence. No doubts were entertained about the guilt of the grievor, nor of the company's right to dismiss him, but the union questioned the procedure followed by the company in investigating the matter and imposing discipline.

The arbitrator found that the company had failed to comply with the collective agreement by neglecting to decide on a course of action within the stipulated 28 days from the date the grievor's statement was taken. He therefore allowed compensation for loss of regular earnings during the additional period, but he disallowed reinstatement.

Case No. 203. A dispute between the CNR and the United Transportation Union over the claims of a conductor and his crew for payment for transfer work.

While performing wayfreighting duties, the conductor and his crew were, on several occasions, required to pick up engines and move them as part of the train. The conductor's and crew's claims for payment for extra time at yard rates for performing these tasks were denied by the company. The union charged that the company had violated the collective agreement when it required the employees to do the jobs. The arbitrator found that the work of picking up the trains was transfer work wholly within the recognized switching limits, and he therefore allowed the grievance.

Case No. 204. Dispute between the CNR and the United Transportation Union over a claim by conductor and crew for payment for 77 miles at wayfreight rates.

The conductor and crew had been called for straight-away service between two specified points, but during their term of duty, they were also required to divert to a third station. The crew applied for payment for two separate trips, but the company paid only for continuous mileage. Referring to Case No. 197 (L. G., May, p. 376), in which it was ruled that the work was one continuous tour of duty, the arbitrator dismissed the grievance.

Case No. 205. A dispute between the CPR and the United Transportation Union over claims of a dining car crew for payment for time taken to return deadhead to their home terminal.

While a train hauling two dining cars was en route to its destination, the operation of the second car was discontinued. The crew belonging to that car was paid at normal rates for the outward journey, but were returned to their home terminal at deadhead rates. The union filed a grievance claiming payment at working rates for the return journey.

The arbitrator noted that the crew on the second dining car knew that it was only seasonally operated and might be cancelled if demand dropped. Furthermore, although the members of the first dining car, who worked the entire round trip, contained some individuals with less seniority than those whose assignment was discontinued, there was no provision in the collective agreement allowing the grievors to exercise their seniority rights in mid-trip. In dismissing the grievance, the arbitrator ruled that the articles of the collective agreement quoted by the union to support full payment did not apply in this case.

Case No. 206. An ex parte dispute between the CPR and the Brotherhood of Maintenance of Way Employees over claims that work "properly belonging" to union members had been assigned to "trouble gang" employees.

The arbitrator ruled that the work performed by the trouble gang—excavating, breaking concrete with power hammers, and mixing and finishing concrete—had been done by them for many years, and not by Maintenance of Way employees. He therefore disallowed the grievance.

Decisions of the umpire

CUB 2850. The claimant, 70 years of age, filed an initial application for benefit effective January 15, 1967. He had been employed at the same company from 1929 to 1966 when he retired. The claimant received unemployment insurance benefits for a year, until his benefit period expired. A new application was filed and a seasonal benefit period was established from January 14, 1968.

In May 1968, the claimant wrote to the unemployment insurance office, saying that, in the middle of January, he had received a Notice of Reduced Payment or Non-Payment of Benefit card that stated, "You were disqualified from receiving benefit or unable to qualify." He said that he was also notified that the last cheque completed his benefits. "I was away for a couple of weeks around the end of January and on the strength of the above notices I did not send in the enclosed Claimant's Report covering the two following weeks."

The unemployment insurance office replied: ". . . you were sent your biweekly report . . . and included with your report card and address card was the Notice of Reduced Payment or Non-Payment of Benefit card. At the top left corner of this notice card there were three code blocks and the code number notated in there explained why no payment was enclosed. This stated that we were awaiting a decision on your claim and that when received we would send any benefit that may be payable to you. You misinterpreted this notice card when you read No. 2 where a hole had been punched. If you were in doubt about your claim for benefit, this could have been solved by a telephone call or a letter to our office.

"In your letter you state that you were absent (for two weeks). You could have contacted our office if you had wished to renew your claim for benefit. We are assuming, of course, that you also would have been capable of and available for employment had you wanted to renew your claim. Your biweekly report cannot be accepted at this late date. Your seasonal benefit period expires as of this Saturday, May 18, 1968, and if you wish to renew your claim for this one week you may complete the enclosed application for benefit form." On May 17, the claimant replied, enclosing the completed application for seasonal benefits.

On May 16, the claimant had filed a renewal application for benefit. On May 25, he filed an application to have his claim antedated to January 14, and stated that he was in a position to establish that he had fulfilled all the conditions of entitlement for each and every day between January 14 and May 18, except for a two-week period. He stated also that he failed to make application for benefit at an earlier date for the following reason: "I was unaware that benefits might be payable."

The insurance officer considered that the period requested by the claimant was in excess of the thirteen weeks allowable in the Regulations and that, even though misunderstanding may have occurred, the claimant had delayed unduly in taking the matter up with the Commission.

The insurance officer notified the claimant that he was not entitled to have his claim for benefit antedated to January 14, as he had not established good cause for delay in making his claim. The claimant appealed to the board of referees.

In his submission to the board, the insurance officer said that "The form dated January 17, 1968 indicates that the payment at that time represented the balance remaining on his claim and if he had applied for further benefit, his new claim would be processed and a claimant's report sent to him."

The board of referees found that "throughout the claimant's voluminous correspondence, one thing stands out quite clearly, and that is the claimant bases his application to antedate on his lack of knowledge of the Act and Regulations." The board added "to allow an appeal on this basis would establish a dangerous precedent." The board invoked also a section of the regulations, that reads in part: "For the purposes of this section, such antedate shall in no case be more than thirteen weeks from the week in which he made his claim for benefit . . ." The board decided to dismiss the appeal. The claimant appealed to the umpire.

The umpire said: "The majority decision of the board of referees is based on a finding that the claimant bases his application to antedate on his lack of knowledge of the Act and Regulations and that to allow his appeal on that basis would establish a dangerous precedent which the board may not do. In my view this is not the usual case of a claimant failing to make a claim because of lack of knowledge of the Act and Regulations, without the Commission being in any way contributory to the claimant's failure to make his claim.

"In the present case there is no reason to disbelieve the claimant's statement that he understood the Commission's letter of January 18, and the accompanying Notice of Reduced Payment as meaning that he had received all the benefit to which he was entitled. On that understanding he had no reason to think that he should question the notification or make further inquiries or claims. It was not a case of him being in doubt and neglectful in taking no steps to resolve his doubt or to seek an explanation; on the contrary, he accepted the notification at what he thought was its face value and effect, and I assume that he thought the authorities knew more about his entitlement than he did.

"The letter from the area director states that the code number 1, punched on the Notice of Reduced Payment card—but not in one of the code squares—indicated why no payment was enclosed, namely, that a decision on his claim was being awaited. There was another punched hole in paragraph two however, indicating disqualification from receiving benefit or unable to qualify. The only number actually in the code squares is seven, indicating that this payment represents the balance remaining on the claim. According to the claimant's version of what he was told when he inquired at the office on June 5, this was the code number that applied. In my opinion, it is understandable that the claimant, who was without knowledge of the Act, would have been convinced when he received the card in January that he had no right to additional benefit and he therefore would have been convinced when he received the card in January that he had no right to additional benefit and he therefore would not have thought of taking any further action at that time.

"I think that this is a case where the Commission was partly responsible for the claimant's belief that he had no further right to benefit, by reason of which he let the matter rest, which was not an unnatural thing to do in the circumstances; it is also a case in which the claimant presumably would have been entitled to benefit if he had sent in his claims in due course. In the special circumstances, I would lean in favour of payment, insofar as the Act and Regulations permit.

"The claimant filed his application to antedate, dated May 25, and requested that his claim be antedated to January 14. It was refused by the insurance officer on the ground that, although the claimant may have misunderstood, he had delayed unduly in taking the matter up with the Commission. But, as I have found, he had no reason to think that there was anything to be taken up with the Commission. In the circumstances, I would allow the claim to be antedated for the maximum of 13 weeks which is prescribed in the Regulations, subject to the claimant proving his availability and the other necessary qualifications for entitlement to benefit. The appeal is allowed to that extent."

Publications in the library

List No. 256

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed when requesting loans.

■ **No. 1—Baird, William Michael.** Collective bargaining by registered nurses. Ann Arbor, Mich., University Microfilms, 1969. xiv, 186 p. Thesis (Ph.D.)—Ohio State University, 1968.

■ **No. 2—North, Dick Trevor Brooke.** Productivity agreements and wage systems [by] D.T.B. North and G. L. Buckingham. [London] Gower Press [1969] 262 p.

■ **No. 3—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; plant movement, transfer, and relocation allowances. Washington, GPO, 1969. 116 p.

Conferences

■ **No. 4—Conference on Labour, New York University. 21st, 1968.** Proceedings. Thomas G. S. Christensen, ed. New York, Matthew Bender [c1969] 606 p. Conference held May 13, 14, 15 and 16, 1968. The topics discussed in this volume include current problems in collective bargaining such as age, sex and race discrimination; local bargaining under national negotiations; contract enforcement and arbitration; the union and its membership, union authorization cards, ferment and revolt in unions, service fees for union benefits; public employees and collective bargaining, arbitration and fact-finding in public disputes, prevention of strikes, etc.

■ **No. 5—Conference on Production and Productivity in the Service Industries, Ottawa, 1967.** Production and productivity in the service industries. Victor R. Fuchs, editor. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1969. ix, 395 p. Conference held at the Dominion Bureau of Statistics.

■ **No. 6—Labor-Mental Health Conference, Sidney Hillman Health Center, New York, 1967.** Helping blue-collar workers in trouble; a report of a Labor-Mental Health Conference, New York City, September 1967. New York, 1969. x, 54 p.

Employment management

■ **No. 7—Ford, Robert N.** Motivation through the work itself. [New York] American Management Association, 1969. 267 p.

■ **No. 8—Lynton, Rolf Paul.** Training for development [by] Rolf P. Lynton and Udai Pareek. Homewood, Ill., R. D. Irwin, 1967. xix, 408 p.

Finance

■ **No. 9—Queen's University, Kingston, Ont. Institute of Intergovernmental Relations.** Intergovernmental liaison on fiscal and economic matters. Ottawa, Queen's Printer, 1969. 399 p. Report prepared for the Department of Finance.

■ **No. 10—United Nations. Statistical Office.** A system of national accounts. [Rev.] New York, United Nations, 1968. xiii, 246 p.

■ **No. 11—U.S. Congress. Joint Economic Committee.** The analysis and evaluation of public expenditures; the PPB system; a compendium of papers submitted to the Subcommittee on Economy in Government of the Joint Economic Committee, Congress of the United States. Washington, GPO, 1969. 3v. At head of title: 91st Congress, 1st session. Joint Committee print. "The major work in planning, compiling and editing this study was undertaken by Dr. Robert Haveman . . ." Contents: v.1. Part 1. The appropriate functions of government in an enterprise system. Part 2. Institutional factors affecting efficient public expenditure policy. Part 3. Some problems of analysis in evaluating public expenditure alternatives. v.2. Part 4. The current status of the Planning-Programming-Budgeting System. v.3. Part 5. The performance of program budgeting and analysis in the Federal government. Part. 6. Analysis and evaluation in major policy areas: unresolved issues and next steps.

Management

■ **No. 12—Blake, Robert Rogers.** Corporate excellence through grid organization development [by] Robert R. Blake [and] Jane Srygley Mouton. Houston, Tex., Gulf Pub. Co. 1968. xv, 374 p.

■ **No. 13—National Industrial Conference Board.** The chief executive and his tenure, by Jeremy Bacon and Lowell Laporte. New York, 1969. 24 p. Questions considered in this study are these: "Does the man who runs a smaller company tend to stay on the job a long time? If he does, is he apt to go stale? How has his job changed during his tenure, and what changes does he see in the future? What thought has he given to finding a successor?"

■ **No. 14—Newman, William Herman.** The process of management; concepts, behavior, and practice [by] William H. Newman, Charles E. Summer [and] E. Kirby Warren. 2d ed. Englewood Cliffs, N.J., Prentice-Hall, 1967. xii, 787 p.

Manpower policy

■ **No. 15—Joint Working Group on the Joint U.S.-Japan Employment Study.** Employment policies of the United States and Japan; report of the Joint United States-Employment Study. [Washington, U.S. Dept. of Labour] 1968. 212 p. Appendix. 1968. 26cm. This study is a joint effort of the Japan Ministry of Labor and the U.S. Department of Labor.

■ **No. 16—Lecht, Leonard Abe.** Manpower needs for national goals in the 1970's. New York, Praeger, 1969. xxxi, 183 p. "Based on a research report prepared . . . between the National Planning Association and the Manpower Administration of the U.S. Department of Labor."

■ **No. 17—Weber, Arnold Robert.** Public-private manpower policies. Editors: Arnold R. Weber, Frank H. Cassell [and] Woodrow L. Ginsburg. [Madison, Wis.] Industrial Relations Research Association [1969] 210 p. Partial contents: Manpower policies and job market



information, by Joseph C. Ullman. Private involvement in Federal manpower programs, by Arnold L. Nemore and Garth L. Mangum. Manpower planning in private industry, by Arthur W. Saltzman. The welfare system as a manpower and rehabilitation system, by Leonard J. Hausman. Public policies and womanpower, by Eli Ginzberg.

Poverty

■ **No. 18—Levitan, Sar A.** The Great Society's Poor law; a new approach to poverty. Baltimore, Johns Hopkins Press, 1969. xiii, 348 p.

■ **No. 19—Riessman, Frank, comp.** Up from poverty; new career ladders for non-professionals [edited by] Frank Riessman and Hermine I. Popper. [1st ed.] New York, Harper & Row, 1968. xi, 332 p.

■ **No. 20—Wilcox, Clair.** Toward social welfare; an analysis of programs and proposals attacking poverty, insecurity, and inequality of opportunity. Homewood, Ill., R. D. Irwin, 1969. xiv, 402 p.

Wages and hours

■ **No. 21—Great Britain. National Board for Prices and Incomes.** Journalists' pay. London, H.M.S.O., 1969, [29] p.

■ **No. 22—U.S. Bureau of Labor Statistics.** Employee compensation in the private nonfarm economy, 1966. Washington, GPO, 1969. 54 p.

■ **No. 23—U.S. Bureau of Labor Statistics.** Industry wage survey; iron and steel foundries, November 1967. Washington, GPO, 1969. 84 p.

Miscellaneous

■ **No. 24—Hanes, David G.** The first British Workmen's compensation act, 1897. New Haven, Yale University Press, 1968. 124 p. The author's honors thesis, Yale Class of 1966.

■ **No. 25—Hodgson, John Syner.** Public administration. New York, Toronto, McGraw-Hill, c1969. 312 p.

■ **No. 26—Princeton University. Industrial Relations Section.** Deferment policy in Selective Service, by David F. Bradford. Princeton, 1969. 64 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended March 24, 1970		8,067	+ 0.4	+ 1.9
Employed		7,525	+ 0.3	+ 0.7
Agriculture		438	+ 1.9	− 6.0
Non-agriculture		7,087	+ 0.2	+ 1.2
Paid workers		6,547	+ 0.3	+ 0.9
At work 35 hours or more		6,016	+ 0.4	+ 0.2
At work less than 35 hours		1,241	+ 0.5	+10.5
Employed but not at work		268	− 3.6	−22.3
Unemployed		542	+ 3.0	+21.0
Atlantic		67	− 1.5	—
Québec		206	+ 5.6	+ 8.4
Ontario		141	+ 3.7	+42.4
Prairie		69	− 1.4	+43.8
British Columbia		59	+ 3.5	+34.1
Without work and seeking work		490	+ 4.5	+19.8
On temporary layoff up to 30 days		52	− 8.8	+33.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†	February	124.3	− 0.1	+ 2.0
Manufacturing employment (1961 = 100)†	February	122.6	—	+ 0.1
IMMIGRATION	Year 1969	161,531	—	−12.2
Destined to the labour force	Year 1969	84,349	—	−11.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	68	− 2.9	−18.1
No. of workers involved	March	16,619	+22.6	−26.8
Duration in man days	March	166,060	+37.3	− 1.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	February	$124.64	+ 1.4	+ 8.1
Average hourly earnings (mfg.)†	February	293	+ 0.3	+ 7.7
Average weekly hours paid†	February	40.0	+ 0.5	− 0.7
Average weekly wages (mfg.)†	February	117.19	+ 0.8	+ 6.9
Consumer price index (1961 = 100)	March	128.9	+ 0.2	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	January	$121.4	+ 6.6	+ 2.2
Total labour income (Millions of dollars)†	February	(data unavailable at press time)		
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	February	174.6	+ 2.2	+ 4.2
Manufacturing	February	170.8	+ 2.0	+ 2.1
Durables	February	191.0	+ 2.6	+ 1.8
Non-durables	February	154.3	+ 1.3	+ 2.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	February	5,153	−24.8	−53.0
Completions	February	9,782	− 3.2	− 6.3
Under construction	February	106,231	-- 4.4	− 2.8

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H-1 to H-9—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended March 21, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,067	618	2,237	3,033	1,332	847
Men	5,481	431	1,547	2,025	905	573
Women	2,586	187	690	1,008	427	274
14-19 years	731	57	195	255	149	75
20-24 years	1,212	120	374	408	195	115
25-44 years	3,509	236	1,009	1,351	535	378
45-64 years	2,419	191	612	942	416	258
65 years and over	196	14	47	77	37	21
EMPLOYED	7,525	551	2,031	2,892	1,263	788
Men	5,038	374	1,373	1,917	849	525
Women	2,487	177	658	975	414	263
Agriculture	438	19	90	108	198	23
Non-agriculture	7,087	532	1,941	2,784	1,065	765
Paid Workers	6,547	487	1,766	2,601	992	701
Men	4,254	326	1,171	1,680	618	459
Women	2,293	161	595	921	374	242
UNEMPLOYED	542	67	206	141	69	59
Men	443	57	174	108	56	48
Women	99	10	32	33	13	11
PERSONS NOT IN LABOUR FORCE	6,837	761	2,027	2,307	1,075	667
Men	1,904	252	556	610	307	179
Women	4,933	509	1,471	1,697	768	488

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended March 21, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,904	2,470	4,218	1,190	4,316	1,150	1,560
LABOUR FORCE	8,067	731	3,990	924	1,460	766	196
Employed	7,525	631	3,763	788	1,417	738	188
Unemployed	542	100	227	136	43	28	**
NOT IN LABOUR FORCE	6,837	1,739	228	266	2,856	384	1,364
PARTICIPATION RATE†							
1970—March 21	54.1	29.6	94.6	77.6	33.8	66.6	12.6
February 21	54.0	29.2	94.8	77.2	33.6	66.7	12.5
UNEMPLOYMENT RATE‡							
1970—March 21	6.7	13.7	5.7	14.7	2.9	3.7	**
February 21	6.5	13.5	5.5	13.4	3.3	4.2	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended March 21, 1970

	March 1970	Feb. 1970	March 1969
	(in thousands)		
TOTAL UNEMPLOYED	542	526	448
On temporary layoff up to 30 days	52	57	39
Without work and seeking work	490	469	409
Seeking:			
Full-time work	465	445	387
Part-time work	25	24	22
Under 1 month	93	108	87
1-3 months	197	202	152
4-6 months	128	98	107
More than 6 months	72	61	63

Source: Labour Force Survey, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1970 employers in the principal non-agricultural industries reported a total employment of 3,687,136. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December*						
1970—January†						

* Revised. † Preliminary.

‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	January 1970	December 1969	January 1969	January 1970	December 1969	January 1969
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	111.8	115.4	112.0	103.45	97.80	95.42
Newfoundland	110.3	113.5	110.3	113.42	107.15	103.65
Prince Edward Island	117.7	126.1	111.6	83.98	79.77	80.59
Nova Scotia	112.4	115.5	113.4	99.40	94.14	91.28
New Brunswick	111.4	115.4	111.5	103.80	98.00	96.51
Québec	116.7	117.9	115.3	119.17	113.14	112.08
Ontario	129.5	131.8	127.3	127.04	120.43	117.93
Prairie Region	123.1	125.5	118.5	117.12	112.26	108.01
Manitoba	115.3	117.0	112.2	111.37	105.86	103.21
Saskatchewan	109.6	114.7	112.2	111.98	108.99	103.94
Alberta	135.3	137.2	126.4	122.97	117.99	113.10
British Columbia	137.3	139.6	125.6	134.83	129.42	122.21
CANADA	124.4	126.5	121.4	122.96	116.89	114.04
URBAN AREAS						
St. John's	128.1	132.5	127.2	97.75	90.96	87.71
Halifax	123.5	125.8	118.0	100.58	96.03	94.51
Sydney	89.0	91.5	96.5	108.46	102.19	98.94
Moncton	127.9	135.8	119.0	98.00	95.10	90.39
Saint John	113.4	114.8	117.2	99.72	93.61	96.02
Chicoutimi	107.8	111.2	107.9	136.86	138.94	128.08
Montreal	119.7	120.1	119.3	121.78	114.52	113.77
Québec	117.7	118.3	115.5	106.22	100.30	96.65
Shawinigan	91.4	92.8	94.3	124.53	121.19	113.62
Sherbrooke	113.2	116.1	116.5	103.44	97.19	96.32
Trois-Rivières	105.6	115.4	109.7	115.85	108.47	105.96
Ottawa-Hull	136.5	139.4	131.9	115.88	110.21	105.88
Belleville	125.7	126.3	117.9	106.45	100.49	99.82
Brampton	282.1	287.5	268.7	125.19	118.46	117.15
Brantford	132.4	133.8	130.3	116.03	108.65	109.65
Fort William-Port Arthur	120.7	124.4	119.3	120.24	115.16	111.42
Guelph	141.3	143.8	133.8	116.99	109.80	106.91
Hamilton	121.8	123.2	121.0	131.02	125.48	119.71
Kingston	125.2	127.0	121.9	120.32	120.36	111.22
Kitchener	154.6	156.1	149.0	111.80	106.65	105.32
London	122.8	124.5	121.3	117.20	111.83	108.87
Niagara Falls	101.5	103.7	99.5	123.12	118.59	112.83
Oshawa	138.6	142.7	143.2	141.13	125.32	135.99
Peterborough	137.1	142.2	133.4	124.01	123.17	120.86
Sarnia	141.5	141.3	139.5	156.54	149.12	148.09
Sault Ste. Marie	114.9	113.2	121.6	147.37	139.89	130.07
Sudbury	123.1	124.9	121.2	153.27	149.92	140.60
St. Catharines	132.9	144.6	139.3	136.05	124.52	134.59
Timmins	69.5	71.1	70.6	114.65	105.95	103.37
Toronto	133.0	134.9	129.8	128.29	121.77	118.41
Welland	112.3	109.4	109.1	140.46	133.90	132.09
Windsor	147.7	153.2	153.2	144.00	123.60	131.58
Winnipeg	119.8	121.5	115.6	105.09	99.78	96.86
Regina	115.1	120.5	117.7	108.00	103.71	99.61
Saskatoon	131.5	134.8	137.2	107.19	103.24	99.49
Calgary	145.4	148.2	134.9	121.62	116.85	110.46
Edmonton	143.1	145.7	134.6	116.95	110.94	106.90
Vancouver	141.0	143.5	131.1	131.02	125.79	119.73
Victoria	134.2	136.6	122.8	116.46	113.50	107.46

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	January 1970	December 1969	January 1969	January 1970	December 1969	January 1969
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.9	111.2	109.8	159.29	153.28	146.72
Metals	103.0	103.1	102.8	158.46	154.24	145.08
Mineral fuels	103.5	101.5	105.1	170.25	166.56	152.80
Non-metals except fuels	129.5	130.3	113.4	147.26	142.97	138.48
Quarries and sand pits	88.0	96.8	75.5	129.07	115.94	113.51
Services incidental to mining	179.5	170.5	178.2	166.13	151.57	158.14
MANUFACTURING	122.6	123.3	121.8	129.51	122.47	119.47
Durable goods	135.0	136.5	133.6	138.85	129.80	128.17
Non-durable goods	112.6	112.6	112.2	120.43	115.26	111.10
Food and beverages	100.4	101.4	100.8	116.07	112.42	106.92
Foods	99.6	100.1	99.9	112.57	108.50	103.71
Beverages	105.1	109.2	106.7	137.03	135.10	125.87
Tobacco processing and products	107.1	106.3	113.1	130.99	117.76	114.17
Rubber products	118.5	116.0	124.3	134.78	129.59	123.81
Leather products	92.6	91.4	102.1	84.07	74.28	79.83
Textile products	115.7	117.5	119.3	108.99	99.18	99.67
Knitting mills	114.2	113.7	115.7	83.10	71.83	75.20
Clothing	110.1	105.2	108.9	80.76	68.21	73.70
Wood products	107.0	107.9	109.0	117.54	110.58	105.74
Furniture and fixtures	133.2	134.1	128.7	105.77	93.60	96.20
Paper and allied industries	119.3	121.4	117.0	149.60	149.19	139.17
Printing, publishing and allied industries	115.8	115.4	113.9	132.37	127.48	123.36
Primary metal industries	128.9	128.1	126.9	153.47	150.86	140.84
Metal fabricating industries	133.4	134.1	131.0	135.66	124.16	124.13
Machinery, except electrical	159.7	155.1	145.3	154.22	140.96	136.61
Transportation equipment	147.7	157.0	152.9	149.34	133.98	141.96
Electrical products	148.8	148.7	146.0	129.97	126.31	122.49
Non-metallic mineral products	112.1	114.3	112.5	136.90	129.79	126.05
Petroleum and coal products	102.7	103.0	102.1	183.52	184.94	173.24
Chemicals and chemical products	119.4	119.4	117.3	146.70	143.68	135.01
Miscellaneous manufacturing industries	152.4	152.5	139.9	109.56	103.92	102.53
CONSTRUCTION	102.8	106.8	103.6	159.47	130.09	140.40
Building	119.8	122.1	117.7	159.01	127.23	139.33
Engineering	73.5	80.6	79.1	160.77	137.51	143.16
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.5	109.9	108.0	136.74	133.50	128.67
Transportation	102.8	104.7	103.7	135.22	130.24	127.78
Storage	103.2	107.2	107.3	123.27	119.09	113.50
Communication	121.3	121.3	117.1	130.10	132.82	123.37
TRADE	137.3	145.8	131.7	97.35	94.97	90.55
Wholesale trade	131.6	131.6	124.0	123.56	120.38	115.44
Retail trade	140.5	153.6	136.0	83.89	83.05	78.05
FINANCE, INSURANCE AND REAL ESTATE	142.1	141.9	134.3	118.04	115.95	110.87
Financial institutions	147.5	147.2	138.4	115.97	114.55	109.07
Insurance and real estate	135.0	134.8	128.6	121.08	118.00	113.48
SERVICE	170.3	169.3	157.8	88.19	86.35	82.01
Recreational services	140.8	135.2	138.2	79.56	79.77	73.29
Business services	191.2	187.4	177.6	137.85	136.75	127.47
Personal services	154.7	156.0	144.4	65.06	63.67	60.48
Miscellaneous services	216.3	215.1	191.3	88.60	85.32	85.74
INDUSTRIAL COMPOSITE	124.4	126.5	121.4	122.96	116.89	114.04

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1970	Dec. 1969	Jan. 1969	Jan. 1970	Dec. 1969	Jan. 1969	Jan. 1970	Dec. 1969	Jan. 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.5	39.9	41.9	3.55	3.51	3.22	147.04	140.04	135.10
Metals	40.5	40.2	41.1	3.65	3.61	3.31	147.88	145.16	135.92
Mineral fuels	43.1	40.8	42.8	3.31	3.19	2.78	142.71	129.96	119.10
Non-metals, except fuels	42.0	41.6	43.3	3.31	3.26	3.03	139.05	135.42	130.92
Quarries and sand pits	40.8	37.6	41.9	2.98	2.91	2.47	121.47	109.44	103.21
Services incidental to mining	43.9	36.6	43.5	3.69	3.81	3.57	161.96	139.38	155.13
MANUFACTURING	39.8	37.2	40.1	2.92	2.92	2.71	116.30	108.68	108.42
Durable goods	40.0	37.5	40.6	3.15	3.10	2.91	126.17	116.28	118.06
Non-durable goods	39.5	36.9	39.5	2.69	2.73	2.49	106.34	100.78	98.55
Food and beverages	39.2	37.4	39.0	2.65	2.65	2.45	103.99	99.15	95.57
Foods	39.2	37.1	39.0	2.56	2.57	2.37	100.65	95.37	92.45
Beverages	39.3	39.4	39.6	3.28	3.20	3.00	128.78	126.00	118.95
Tobacco processing and products	38.2	32.3	38.0	3.11	3.13	2.67	118.71	101.10	101.36
Rubber products	41.0	38.7	41.2	3.05	3.07	2.80	125.01	118.84	115.58
Leather products	39.4	32.7	39.9	1.95	1.98	1.83	76.90	64.62	73.15
Textile products	41.2	36.8	41.3	2.32	2.30	2.13	95.38	84.42	87.94
Miscellaneous textiles	40.6	32.5	39.1	2.53	2.39	2.24	102.79	77.59	87.76
Knitting mills	41.0	35.4	40.3	1.77	1.74	1.65	72.77	61.56	66.49
Clothing	37.1	30.6	36.8	1.97	1.93	1.83	72.98	59.03	67.35
Wood products	39.0	36.8	38.6	2.83	2.83	2.58	110 49	104.11	99.79
Furniture and fixtures	40.8	36.2	41.3	2.37	2.30	2.13	96.55	83.11	88.17
Paper and allied industries	40.9	41.6	41.0	3.38	3.39	3.18	138.31	141.03	130.31
Pulp and paper mills	41.4	43.1	41.2	3.66	3.68	3.48	151.30	158.61	143.23
Printing, publishing and allied industries	37.4	35.9	37.5	3.39	3.37	3.18	126.73	121.11	119.12
Primary metal industries	40.4	40.0	40.6	3.54	3.53	3.23	143.06	141.04	131.26
Iron and steel mills	39.6	39.6	40.0	3.72	3.74	3.35	147.29	148.00	134.06
Metal fabricating industries	40.5	37.3	40.8	3.13	3.02	2.85	126.62	112.77	116.16
Machinery, except electrical	40.7	38.6	41.1	3.30	3.25	3.09	134.40	125.36	127.26
Transportation equipment	39.5	34.6	41.0	3.46	3.36	3.22	136.43	116.44	132.06
Aircraft and parts	42.7	37.9	42.1	3.47	3.38	3.14	148.42	127.99	131.95
Motor vehicles	38.7	33.5	40.9	3.56	3.48	3.32	137.85	116.60	135.77
Assembling	38.4	31.5	40.9	3.92	3.81	3.54	150.53	120.28	144.96
Parts and accessories	39.0	35.1	41.0	3.37	3.31	3.19	131.63	116.19	130.67
Shipbuilding and repairing	39.0	34.3	39.7	3.35	3.28	3.17	130.67	112.49	125.78
Electrical products	39.7	38.7	40.6	2.81	2.77	2.62	111.36	107.22	106.32
Communications equipment	39.7	39.9	40.5	2.75	2.69	2.48	109.21	107.14	100.42
Non-metallic mineral products	40.7	39.5	41.7	3.09	3.04	2.81	126.02	120.31	117.14
Petroleum and coal products	40.5	42.7	42.6	4.07	4.04	3.72	164.82	172.67	158.47
Chemical and chemical products	40.6	40.0	40.3	3.12	3.11	2.89	126.90	124.61	116.25
Miscellaneous manufacturing industries	39.4	37.0	39.9	2.36	2.36	2.18	92.91	87.27	86.86
CONSTRUCTION	38.5	30.3	38.5	4.06	3.96	3.53	156.06	119.90	135.94
Building	37.6	28.8	37.5	4.17	4.10	3.60	156.92	118.29	135.28
General contractors	37.2	29.9	37.5	4.10	4.07	3.47	152.20	121.56	130.09
Special trade contractors	37.9	28.0	37.5	4.23	4.13	3.70	160.13	115.87	138.83
Engineering	41.1	34.3	41.1	3.74	3.62	3.33	153.49	124.32	136.90
Highways, bridges and streets	40.4	34.5	43.9	3.14	3.03	2.72	127.10	104.75	119.31
Other engineering	41.5	34.1	39.4	4.11	4.10	3.78	170.42	139.84	148.96
OTHER INDUSTRIES									
Urban transit	41.2	41.6	41.3	3.54	3.54	3.33	145.76	146.99	137.38
Highway and bridge maintenance	34.3	35.7	37.4	2.65	2.61	2.61	90.84	93.13	97.63
Laundries, cleaners and pressers	36.7	35.1	36.6	1.70	1.69	1.58	62.52	59.23	57.77
Hotels, restaurants and taverns	31.5	31.3	31.8	1.71	1.71	1.58	53.83	53.43	50.35

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December*	37.2	2.92	108.68	146.0	113.9
1970—January†	39.8	2.92	116.30	156.2	121.4

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Jan. 1970	Dec. 1969	Jan. 1969	Jan. 1970	Dec. 1969	Jan. 1969
				$	$	$
Newfoundland	41.5	37.9	39.4	2.55	2.67	2.37
Nova Scotia	38.8	37.6	39.0	2.31	2.31	2.15
New Brunswick	40.7	37.5	41.1	2.49	2.58	2.24
Québec	40.8	37.1	41.1	2.60	2.61	2.43
Ontario	39.6	37.4	40.1	3.08	3.05	2.84
Manitoba	39.2	36.6	39.0	2.61	2.58	2.37
Saskatchewan	39.6	38.9	38.3	3.09	3.11	2.89
Alberta	39.1	37.9	38.3	3.05	3.04	2.73
British Columbia	37.6	36.3	36.8	3.62	3.61	3.39

[1] Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under [illegible] plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Notes, page 503.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—January	5,610,000	4,950,500	659,500
December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
1969—January	5,212,000	4,896,000	616,000

Table E-4—Benefit Payments, by Province, February 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	104,788	3,516,320
Prince Edward Island	21,619	677,506
Nova Scotia	109,712	3,699,924
New Brunswick	106,992	3,444,261
Québec	639,332	22,637,019
Ontario	685,808	24,531,645
Manitoba	80,915	2,802,665
Saskatchewan	78,804	2,701,158
Alberta	87,162	3,127,153
British Columbia	281,301	10,494,815
Total, Canada, February 1970	2,196,433	77,632,466
Total, Canada, January 1970	2,197,633	76,500,420
Total, Canada, February 1969	2,144,751	67,393,894

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	February 1970			February 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	200,824	155,292	45,532	168,589	134,548	34,041
Newfoundland	4,694	4,110	584	5,105	3,888	1,217
Prince Edward Island	1,057	917	140	1,116	928	188
Nova Scotia	6,996	5,931	1,065	6,160	5,156	1,004
New Brunswick	6,698	5,797	901	6,695	5,826	869
Québec	57,914	43,867	14,047	50,631	39,270	11,361
Ontario	82,031	60,514	21,517	57,403	45,678	11,725
Manitoba	6,077	5,197	880	6,089	5,079	1,010
Saskatchewan	5,391	4,665	726	5,555	4,739	816
Alberta	9,105	7,565	1,540	8,670	7,117	1,553
British Columbia	20,861	16,729	4,132	21,165	16,867	4,298

* In addition, revised claims received numbered 55,344.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 27, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Feb. 28, 1969
		1-4	5-13	14-26	27 or more*	
Canada	694,416	210,467	309,994	119,611	54,344	631,022
Male	500,789	156,872	238,866	76,236	28,815	454,638
Female	193,627	53,595	71,128	43,375	25,529	176,384
NEWFOUNDLAND	33,839	5,926	21,077	4,918	1,918	34,765
Male	30,153	5,272	19,252	4,273	1,356	31,243
Female	3,686	654	1,825	645	562	3,522
PRINCE EDWARD ISLAND	6,456	960	4,791	583	122	7,011
Male	4,853	725	3,719	348	61	5,517
Female	1,603	235	1,072	235	61	1,494
NOVA SCOTIA	35,434	10,057	17,581	4,930	2,866	34,706
Male	28,348	7,991	14,595	3,626	2,136	27,834
Female	7,086	2,066	2,986	1,304	730	6,872
NEW BRUNSWICK	34,014	6,635	19,438	6,055	1,886	33,476
Male	25,489	5,145	15,404	3,710	1,230	25,624
Female	8,525	1,490	4,034	2,345	656	7,852
QUÉBEC	213,124	62,585	94,896	38,362	17,281	189,685
Male	158,083	48,612	74,831	25,723	8,917	139,733
Female	55,041	13,973	20,065	12,639	8,364	49,952
ONTARIO	214,884	72,268	83,943	38,635	20,038	176,945
Male	138,357	49,570	57,469	21,381	9,937	110,037
Female	76,527	22,698	26,474	17,254	10,101	66,908
MANITOBA	28,819	9,770	11,645	4,879	2,525	24,186
Male	22,510	7,327	9,666	3,698	1,819	17,514
Female	6,309	2,443	1,979	1,181	706	6,672
SASKATCHEWAN	24,192	6,164	12,231	4,833	964	22,889
Male	18,893	4,792	10,134	3,594	373	18,279
Female	5,299	1,372	2,097	1,239	591	4,610
ALBERTA	29,595	10,553	12,076	5,177	1,789	28,089
Male	21,725	7,997	9,581	3,371	776	20,981
Female	7,870	2,556	2,495	1,806	1,013	7,108
BRITISH COLUMBIA	74,059	25,549	32,316	11,239	4,955	79,270
Male	52,378	19,441	24,215	6,512	2,210	57,876
Female	21,681	6,108	8,101	4,727	2,745	21,394

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
				(1949 = 100)				
March	166.5*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—March, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Mar. 70	Feb. 70	Mar. 69							
					(1961 = 100)					
St. John's, Nfld.	122.0	121.9	118.2	123.7	115.1	128.5	114.4	132.9	112.1	144.2
Halifax	123.8	123.6	115.9	130.3	117.3	124.0	116.8	138.4	127.6	127.8
Saint John	123.1	123.2	117.1	129.4	115.1	127.9	120.1	131.1	129.9	126.4
Montreal	124.2	124.2	120.0	127.8	116.1	122.5	125.1	130.0	139.1	128.4
Ottawa	127.0	126.5	120.8	132.3	117.6	127.9	125.6	140.9	136.8	132.2
Toronto	127.2	127.2	121.9	130.0	120.3	129.5	130.6	137.5	125.5	130.3
Winnipeg	126.2	126.7	120.9	131.6	114.8	132.5	126.7	145.0	129.5	129.1
Saskatoon-Regina	122.1	122.1	117.7	128.6	114.7	127.7	117.2	127.2	129.0	122.1
Edmonton-Calgary	124.0	123.7	119.6	126.3	117.9	126.0	121.4	141.6	131.3	124.3
Vancouver	121.8	121.4	117.6	129.4	115.8	126.4	117.6	130.3	119.5	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1969	556	585	301,954	7,736,710	0.46
*1969—April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12
April	52	97	50,469	633,900	0.44

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, April 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	3	1,303	12,760
Manufacturing	25	58	11,515	168,800
Construction	8	10	34,945	427,680
Transportation and utilities	5	6	1,500	14,960
Trade	4	5	85	1,340
Finance	—	—	—	—
Service	8	12	769	7,230
Public administration	1	3	352	1,130
All industries	52	97	50,469	633,900

Table G-3—Strikes and Lockouts, by Jurisdiction, April 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	4	5	4,122	37,240
New Brunswick	3	5	1,074	8,300
Québec	18	27	3,658	37,850
Ontario	19	41	7,886	93,910
Manitoba	2	2	560	980
Saskatchewan	2	3	933	16,080
Alberta	—	2	165	2,970
British Columbia	3	11	32,036	436,500
Federal	1	1	35	70
All jurisdictions	52	97	50,469	633,900

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Brunswick Mining & Smelting Corp. Ltd. Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	814	6,510	22,790	Mar. 3 Apr. 11	Wages, length of contract— Adjustment rates under a 2-yr. contract.
Wasamac Mines Ltd., Arntfield, Qué.	Steelworkers Loc. 6558 (AFL-CIO/CLC)	230	810	2,310	Mar. 23 Apr. 6	Wages, hours, fringe benefits— 10¢ an hr. wage increase; reduction in hours from 44-40 per wk.
East Malartic Mines, Malarctic, Qué.	Steelworkers Loc. 4796 (AFL-CIO/CLC)	259	5,440	5,440	Apr. 2 —	Wages, other benefits—
Manufacturing						
FOOD AND BEVERAGES						
National Sea Products Ltd., Various locations, Nova Scotia.	Seafood Workers various locals (CLC)	1,200	15,600	51,600	Feb. 23 Apr. 16	Wages, fringe benefits—3¢ an hr. increase on signing of contract, 11¢ retroactive to Dec. 1, 1969, 14¢ Dec. 1, 1970.
Canada Bread Co. Limited, Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	178	610	3,460	Mar. 7 Apr. 6	Wages, working conditions—55¢ an hr. increase for males, 50¢ for females; other improvements.
Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	5,640	5,640	Apr. 3 —	Union recognition—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,970	5,950	Feb. 27 —	Delay in signing new agreement—
Goodyear Tire & Rubber Company of Canada Limited, Owen Sound, Ont.	Rubber Workers Loc. 818 (AFL-CIO/CLC)	152	300	300	Apr. 22 Apr. 24	Wages, retroactive pay—33¢ to 48¢ per hr. increase for males, 23¢ to 28¢ for females, 23¢ per hr. retroactive to Jan. 23, 1970.
TEXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	3,410	4,070	Mar. 26 —	Wages—
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	2,000	2,000	Apr. 14 —	Wages, hours, working conditions—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
FURNITURE AND FIXTURES						
Canadian Association of Storefitting Manufacturers, Toronto, Ont.	Carpenters Loc. 2679 (AFL-CIO/CLC)	450	3,600	4,950	Mar. 23 Apr. 13	Wages, job classification, vacation pay, union welfare fund—Return of workers, settlement terms not reported.
Sklar Furniture Ltd. Whitby, Ont.	Upholsterers Loc. 50 (AFL-CIO/CLC)	489	5,620	5,620	Apr. 9 Apr. 27	Wages, fringe benefits—12¢ an hr. increase first year, 15¢ second year; company assumes 100% of Ontario Hospital and OHSIP deductions.
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	4,860	7,910	Mar. 10 —	Breakdown in contract negotiations—
PRINTING & PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions (AFL-CIO/CLC)	1,197	31,120	75,410	Feb. 16 —	Newspapers ceased publishing operations and terminated agreements—
PRIMARY METALS						
Sidbec-Dosco, Contrecœur, Qué.	Steelworkers Loc. 6586 (AFL-CIO/CLC)	450	6,300	6,300	Apr. 13 -	Wages, pension plan, vacations, classification—
Sidbec-Dosco, Montreal, Qué.	Steelworkers Loc. 2423 (AFL-CIO/CLC)	1,050	6,300	6,300	Apr. 14 Apr. 22	Wages, pension plan, vacations, classification—75¢ an hr. increase spread over 3-yr. period; $200. retroactive pay, other improved benefits.
METAL FABRICATING						
Anthes Eastern Ltd., Toronto, Ont.	Auto Workers Loc. 124 (CLC)	269	4,040	4,040	Apr. 10 —	Wages—
Dosco, Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	250	2,750	2,750	Apr. 16 —	Wages, other benefits—
TRANSPORTATION EQUIPMENT						
John Inglis, Hamilton, Ont.	Auto Workers Loc. 525 (CLC)	200	200	200	Apr. 3 Apr. 4	Not reported—Not reported.
ELECTRICAL PRODUCTS						
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	7,920	14,400	Mar. 5 —	Wages, other benefits—
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	5,250	5,250	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	520	520	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	450	450	Apr. 30 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Deeks-Lafarge Ltd. Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	11,300	11,300	Apr. 3 —	Wages, fringe benefits—
Maple Leaf Ceramics, Montreal, Qué.	FTQ	100	1,900	1,900	Apr. 6 —	Not reported—
CHEMICAL PRODUCTS						
Rexall Drug Co. Ltd., Cooksville, Ont.	Chemical Workers Loc. 279 (AFL-CIO/CLC)	150	1,950	2,400	Mar. 26 Apr. 20	Wages, other benefits—38¢ an hr. increase over 2 years, other improved benefits.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	145,000	May 17/68 Apr. 30	Wages, union security, grievance procedure—Return of workers when agreement reached.
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC)	786	17,290	22,010	Mar. 20 —	Wages—
Engelhard Industries of Canada Ltd., Toronto, Ont.	CLC—directly chartered	105	1,680	1,680	Apr. 6 Apr. 28	Wages in a renewal agreement—10% wage increase eff. Jan. 1, 1970, 10% Jan. 1, 1971, other improved benefits.
Construction						
Various concrete forming employers, Various locations Metro Toronto, Ont.	Canadian Concrete Workers Union	365	2,920	3,650	Mar. 30 Apr. 13	Union recognition—Return of workers.
Canadian Plumbing and Mechanical Contractors Associations, Various locations, Saskatchewan.	Plumbers various locals (AFL-CIO/CLC)	700	13,300	13,300	Apr. 6 —	Wages, other benefits—
Churchill Forest Industries, The Pas, Man.	Carpenters & Structural Iron Workers (AFL-CIO/CLC)	540	540	540	Apr. 9 Apr. 10	Alleged dispute over job assignment—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Dravo of Canada Ltd., Sudbury and area, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	900	4,500	4,500	Apr. 13 Apr. 23	Alleged grievances over seniority and job security clauses—Return of workers.
Construction Labour Relations Assn., Province-wide, British Columbia.	Various unions	30,000	390,000	390,000	Apr. 14 —	Wages—
Electrical Contractors Association of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	2,640	2,640	Apr. 15 —	Wages, hours—
Richard & B. A. Ryan and others Point Tupper, N.S.	Various unions	2,060	12,360	12,360	Apr. 23 —	Jurisdictional dispute between unions—
Moncton Plumbing, Bathurst, N.B.	Plumbers Loc. 512 (AFL-CIO/CLC)	100	400	400	Apr. 27 —	Wages in a first agreement—
Transportation and Utilities						
TRANSPORTATION						
*British Columbia Maritime Employers Association, Vancouver, B.C.	Longshoremen and Warehousemen Loc. 500 (CLC)	1,000	—	2,000	Mar. 30 Apr. 1	Alleged dispute over dispatch of work gangs—Return of workers.
Four trucking firms, Lake St. John region, Qué.	CNTU-directly chartered local	325	5,530	5,530	Apr. 8 —	Wages, hours, fringe benefits—
SMT (Eatersn) Ltd., Province-wide, New Brunswick.	Transit Union Loc. 1229 (AFL-CIO/CLC)	108	650	650	Apr. 25 —	Dismissal of three drivers for cause—
POWER, GAS AND WATER						
Consumers' Gas Co., Eleven centres in Ontario.	Chemical Workers Loc. 513 (AFL-CIO/CLC)	440	5,720	11,000	Mar. 13 Apr. 20	Wage, fringe benefits—Wage increases, 3 weeks vacation after 7 years, 4 weeks after 17 years.
Nova Scotia Light & Power Co. Ltd., Various locations, Nova Scotia.	I.B.E.W. Loc. 1928 (AFL-CIO/CLC)	567	2,640	2,640	Apr. 24 —	Wages—
Service						
EDUCATION						
CEGEP de Jonquière, Jonquière, Qué.	Public Service Employees' Federation (CNTU)	127	640	640	Apr. 6 Apr. 13	Wages, elimination of contracting out—Wage increases, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1970, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days April	 Accumulated	Starting Date Termination Date	Major Issues Result
CEGEP de Chicoutimi, Chicoutimi, Qué.	Public Service Employees' Federation (CNTU)	125	630	630	Apr. 7 Apr. 13	Security of employment, elimination of contracting out—Wage increases, other improvements.
Renfrew County secondary schools, Renfrew County, Ont.	Ontario Secondary School Teachers Federation and Ontario Trustees Assn.	152	150	150	Apr. 28 Apr. 29	Wages—Return of teachers.
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,200	7,500	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Montreal, Montreal, Qué.	Engineers' Federation (CNTU)	300	300	300	Apr. 22 Apr. 23	"Sickout" to protest changes in bargaining practices—Return of workers.

*Federal jurisdiction.

H—Employment Injuries

Table H-1—Employment Injuries† Reported by Workmen's Compensation Boards, 1960-1969

Year	Temporary Disability		Permanent Disability		Fatality		Total		Ratio‡ of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
1960	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
1961	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
1966	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
1967	257,840	95.5	11,190	4.1	1,058	0.4	270,088	100.0	91.5
1968	246,666	94.3	13,846	5.3	928	0.4	261,440	100.0	91.2
1969*	281,947	94.8	14,604	4.9	965	0.3	297,516	100.0	91.3
Average 1960-1969	225,299	95.3	10,181	4.3	981	0.4	236,461	100.0	83.8

* Preliminary. † Distribution partly estimated.
‡ Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour. See Table H-4.

Table H-2—Employment Injuries†, Workmen's Compensation Settlement Rates per 10,000 Workers Employed, 1960-1969

Year	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed‡
	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	(in thousands)
1960	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
1961	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
1966	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
1967	257,840	349.4	11,190	15.2	1,058	1.4	270,088	366.0	7,379
1968	246,666	327.3	13,846	18.4	928	1.2	261,440	346.9	7,537
1969*	281,947	362.4	14,604	18.8	965	1.2	297,516	382.4	7,780
Average 1960-1969	225,299	331.7	10,181	15.0	981	1.4	236,461	348.1	6,793

* Preliminary. † Distribution partly estimated.
‡ DBS estimates, Special Surveys Division, special tables, 12-month averages.
(1) Rate = number of cases per 10,000 workers employed.

Table H-3—Employment Injuries, Fatal and Non-fatal, Reported by Workmen's Compensation Boards, by Province, 1968 and 1969 (See page 538).

Table H-4—Employment Fatalities by Industry, 1960-1969

Year	Agriculture		Forestry		Fishing[1]		Mining[2]		Manufacturing		Construction	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1960	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1961	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1962	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965	50	3.8	108	8.2	40	3.0	176	13.3	225	17.0	277	20.9
1966	55	4.4	110	8.9	37	3.0	144	11.6	220	17.7	293	23.6
1967	30	2.6	106	9.2	33	2.9	182	15.7	186	16.1	223	19.3
1968	27	2.7	102	10.0	19	1.9	132	13.0	175	17.2	217	21.3
1969*	30	2.8	84	7.9	18	1.7	151	14.3	192	18.2	219	20.7
Average 1960-1969	51	4.4	114	9.7	30	2.5	158	13.4	203	17.4	236	20.2

* Preliminary. [1] Includes trapping and hunting. [2] Includes quarrying and oil wells. [3] Includes storage, communication, electric power, gas and water utilities. [4] Includes insurance and real estate. [5] Includes community, business and personal service. [6] Includes defence.

Table H-5—Employment Fatality Rates by Industry†, 1960-1969

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Construction	
	R[1]	E[2]	R	E	R	E	R	E	R	E	R	E
1960	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0	463
1966	1.0	544	14.5	76	14.2	26	11.9	121	1.3	1,744	5.9	499
1967	0.5	559	12.5	79	13.2	25	14.6	114	1.0	1,756	4.3	475
1968	0.5	546	12.8	80	7.9	24	11.3	117	1.0	1,754	4.6	470
1969*	0.6	535	10.5	80	8.6	21	13.0	116	1.1	1,819	4.5	482
Average 1960-1969	0.8	607	14.1	81	13.0	23	15.5	102	1.2	1,634	5.4	439

* Preliminary.
[1] R = Fatality rate (number of fatalities per 10,000 workers employed).
[2] E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages (figures may not add to the totals shown because of rounding).
† See footnotes 1-6, Table H-4.

Transportation[3]		Trade		Finance[4]		Service[5]		Public Administration[6]		Total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
287	21.4	70	5.3	3	0.2	38	2.8	52	4.0	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	1,242	100.0
237	20.5	64	5.5	5	0.4	55	4.8	35	3.0	1,156	100.0
178	17.5	58	5.7	—	—	45	4.4	64	6.3	1,017	100.0
205	19.4	51	4.8	2	0.2	46	4.4	59	5.6	1,057	100.0
219	18.7	59	5.0	2	0.2	36	3.1	63	5.4	1,171	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	E	R	E	R	E	R	E	R	E	R	E
3.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.8	5,955
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	5,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	5,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
4.0	620	0.5	1,180	—	302	0.3	1,622	0.7	419	1.7	7,152
3.4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
2.6	673	0.5	1,260	—	327	0.2	1,830	1.4	458	1.3	7,537
3.0	693	0.4	1,292	0.1	350	0.2	1,918	1.2	474	1.4	7,780
3.6	612	0.6	1,014	0.1	280	0.2	1,480	1.6	403	1.8	6,593

Table H-6—Employment Fatalities, by Province and Industry, 1968-1969

Industry	1968†							
	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.
AGRICULTURE	—	—	—	1	2	16	1	3
FORESTRY	—	—	2	6	17	18	—	—
FISHING AND TRAPPING	—	—	6	1	—	—	1	—
MINES, QUARRIES, OIL WELLS	2	—	5	1	12	48	12	10
Metal mines	—	—	—	1	2	38	4	1
Coal mines	—	—	4	—	—	—	—	—
Petroleum and gas	—	—	—	—	—	1	—	—
Non-metal, quarries, services	2	—	1	—	10	9	8	9
MANUFACTURING	3	—	7	—	25	88	2	5
Food and beverages	—	—	1	—	4	11	1	1
Tobacco	—	—	—	—	—	—	—	—
Rubber	—	—	—	—	—	1	—	—
Leather	—	—	—	—	—	1	—	—
Textile	1	—	—	—	2	—	—	—
Clothing	—	—	—	—	—	—	—	—
Wood	—	—	3	—	6	12	1	1
Paper	—	—	—	—	1	8	—	—
Printing, publishing	—	—	—	—	—	—	—	—
Primary metal	2	—	1	—	4	14	—	—
Metal fabricating	—	—	2	—	1	11	—	1
Machinery	—	—	—	—	—	7	—	1
Transportation equipment	—	—	—	—	2	4	—	—
Electrical	—	—	—	—	—	4	—	—
Non-metallic minerals	—	—	—	—	2	9	—	—
Petroleum and coal	—	—	—	—	1	—	—	—
Chemicals	—	—	—	—	1	4	—	1
Miscellaneous	—	—	—	—	1	2	—	—
CONSTRUCTION	10	—	9	11	37	62	11	18
Building	5	—	1	1	7	21	1	5
Highway	5	—	4	5	8	10	1	7
Other	—	—	4	5	22	31	9	6
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	3	1	7	10	22	52	5	13
Air	—	—	—	—	1	5	—	—
Water	1	—	1	1	2	4	—	—
Railway	—	1	2	5	4	9	1	6
Local and highway	2	—	2	4	9	26	4	3
Miscellaneous	—	—	—	—	2	—	—	3
Storage	—	—	—	—	1	2	—	—
Communication	—	—	—	—	—	4	—	—
Electric power, gas, water	—	—	2	—	3	2	—	1
TRADE	2	—	1	3	3	23	3	2
Wholesale	—	—	—	1	—	14	3	1
Retail	2	—	1	2	3	9	—	1
FINANCE, INSURANCE AND REAL ESTATE	—	—	—	—	—	—	—	—
SERVICE	—	—	1	1	1	19	2	1
Community	—	—	1	1	1	7	2	—
Personal	—	—	—	—	—	12	—	1
PUBLIC ADMINISTRATION	1	—	2	4	11	24	4	1
Total	21	1	40	38	130	350	41	53

* Preliminary. † Revised.

				1969*											
Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
2	2	—	27	—	—	—	—	6	17	1	—	2	4	—	30
5	54	—	102	1	—	2	8	8	11	2	1	4	47	—	84
—	11	—	19	—	—	1	—	8	2	—	—	—	7	—	18
13	28	1	132	7	—	8	1	12	53	14	1	17	38	—	151
—	19	—	65	1	—	—	—	2	41	6	—	—	21	—	71
3	2	—	9	—	—	8	—	—	—	1	—	2	6	—	17
3	—	—	4	1	—	—	—	—	2	—	—	1	—	—	4
7	7	1	54	5	—	—	1	10	10	7	1	14	11	—	59
16	29	—	175	4	—	7	7	31	86	5	3	17	32	—	192
—	—	—	18	3	—	2	1	2	4	—	2	1	2	—	17
—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
—	—	—	1	—	—	—	—	—	3	—	—	—	—	—	3
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	3	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1	8	—	32	—	—	—	1	8	9	—	—	3	11	—	32
2	4	—	15	—	—	1	1	5	6	—	—	1	9	—	23
1	1	—	2	—	—	—	2	1	2	1	—	—	—	—	6
—	7	—	28	1	—	1	—	5	12	—	1	2	4	—	26
4	3	—	22	—	—	—	1	2	13	1	—	4	2	—	23
—	1	—	9	—	—	—	—	1	6	—	—	2	—	—	9
1	3	—	10	—	—	—	—	3	6	—	—	—	2	—	11
—	—	—	4	—	—	1	—	—	6	—	—	—	—	—	7
4	2	—	17	—	—	—	1	—	9	—	—	1	—	—	11
—	—	—	1	—	—	1	—	1	4	—	—	2	1	—	9
3	—	—	9	—	—	—	—	1	5	2	—	—	1	—	9
—	—	—	3	—	—	—	—	1	1	1	—	1	—	—	4
26	32	1	217	4	—	10	7	39	66	26	2	28	37	—	219
9	10	—	60	1	—	1	3	12	10	2	1	3	11	—	44
7	9	1	57	3	—	2	2	8	9	7	1	7	11	—	50
10	13	—	100	—	—	7	2	19	47	17	—	18	15	—	125
30	35	—	178	5	—	14	4	36	63	15	7	23	38	—	205
1	12	—	19	—	—	—	—	2	2	5	1	2	7	—	19
—	2	—	11	—	—	10	—	2	2	—	—	—	11	—	25
5	7	—	40	2	—	1	3	5	20	2	—	7	6	—	46
16	11	—	77	1	—	2	1	20	30	6	4	8	11	—	83
2	—	—	7	—	—	—	—	—	—	—	—	3	1	—	4
2	—	—	5	—	—	—	—	1	—	—	1	—	1	—	3
1	—	—	5	—	—	—	—	1	3	—	—	1	—	—	5
3	3	—	14	2	—	1	—	5	6	2	1	2	1	—	20
11	10	—	58	1	—	2	1	9	14	4	—	10	10	—	51
6	8	—	33	—	—	—	1	5	8	1	—	6	3	—	24
5	2	—	25	1	—	2	—	4	6	3	—	4	7	—	27
—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	2
9	11	—	45	—	—	1	—	6	18	4	1	5	11	—	46
5	5	—	22	—	—	—	—	1	11	1	1	4	6	—	24
4	6	—	23	—	—	1	—	5	7	3	—	1	5	—	22
7	10	—	64	—	—	—	—	7	22	8	1	8	12	1	59
119	222	2	1,017	22	—	45	28	162	352	79	16	115	237	1	1,057

Table H-7—Employment Fatalities by Industry‡ and Type of Accident, 1968-1969

Type of Accident	1968†							
	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade
Striking against and stepping on objects	—	—	—	—	—	1	—	—
Struck by	2	60	2	38	28	50	34	12
Caught in, on, or between	10	13	1	12	24	24	10	4
Collisions, derailments, wrecks	5	16	—	11	21	42	87	27
Falls and slips	7	9	15	19	36	72	22	3
Conflagrations, temperature extremes and explosions	—	1	1	10	13	4	5	1
Inhalations, contact, absorptions, ingestions and industrial diseases	—	—	—	35	27	4	3	4
Contact with electric current	3	—	—	—	9	14	6	—
Over-exertion	—	—	—	1	5	2	7	2
Miscellaneous accident types	—	3	—	6	12	4	4	5
Total	27	102	19	132	175	217	178	58

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

Table H-3—Employment Injuries, Fatal and Non-Fatal, Reported by Workmen's Compensation Boards, by Province, 1968-1969

Province	1968†					1969*				
	Non-fatal					Non-fatal				
	Medical Aid only	Temporary Disability	Permanent Disability	Fatal	Total	Medical Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
Newfoundland	6,592	5,119	105	20	11,836	4,821	4,477	46	33	9,377
Prince Edward Island	1,115	1,065	17	5	2,202	1,048	1,001	8	1	2,058
Nova Scotia	14,753	10,483	345	33	25,614	13,449	10,444	76	45	24,014
New Brunswick	14,752	8,247	257	33	23,289	14,926	8,462	339	26	23,753
Québec	117,061	47,668	5,639	202	170,570	119,643	52,543	5,899	193	178,278
Ontario	234,968	100,863	4,479	284	340,594	229,391	126,713‡	5,153‡	275	361,532
Manitoba	16,142	12,822	444	39	29,447	14,990	12,186	359	59	27,594
Saskatchewan	14,500	11,477	271	54	26,302	13,674	11,324	239	35	25,272
Alberta	32,538	23,020	1,007	108	56,673	36,558	24,445	1,165	130	62,298
British Columbia	48,166	25,902	1,282	150	75,500	51,143	30,352	1,320	168	82,983
Total	500,587	246,666	13,846	928	762,027	499,643	281,947	14,604	965	797,159

* Preliminary. † Revised.
‡ Only a combined figure of 131,866 for temporary disability and permanent disability claims is available from the Ontario Workmen's Compensation Board. The figures illustrated have been estimated from this total.

				1969*											
Finance	Service	Public Administration	Total	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total
—	—	—	1	—	—	—	—	1	2	—	1	—	—	—	4
—	3	11	240	5	59	1	43	37	60	32	5	—	7	10	259
—	2	5	105	12	10	—	11	23	21	12	5	—	1	5	100
—	21	13	243	5	6	—	19	39	32	92	22	—	20	15	250
—	4	16	203	3	5	17	13	33	70	39	6	1	7	14	208
—	1	3	39	1	1	—	5	14	10	4	6	—	4	1	46
—	—	2	75	—	—	—	56	26	4	7	1	—	3	6	103
—	4	3	39	3	—	—	—	13	18	11	2	—	—	1	48
—	3	4	24	—	1	—	3	4	2	3	2	—	—	2	17
—	7	7	48	1	2	—	1	2	—	5	1	1	4	5	22
—	45	64	1,017	30	84	18	151	192	219	205	51	2	46	59	1,057

Table H-8—Employment Fatalities by Industry‡ and Occupation, 1968-1969

1968†

Occupation	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total	Per Cent of Total
Farmers and farm workers	25	1	—	—	—	—	—	—	—	1	—	27	2.7
Loggers and related workers	—	78	—	—	2	2	1	—	—	—	1	84	8.3
Fishermen, trappers and hunters	—	—	15	—	—	—	—	—	—	—	—	15	1.4
Miners quarrymen and related workers	—	—	—	106	1	4	1	—	—	—	—	112	11.0
Craftsmen, production process and related workers	2	9	—	16	115	123	51	19	—	8	9	352	34.6
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	—	4	—	—	23	67	8	4	—	6	9	121	11.9
Transport and communication	—	6	4	3	13	11	102	16	—	7	7	169	16.6
Managerial	—	2	—	1	6	6	6	6	—	5	3	35	3.4
Professional and technical	—	2	—	3	4	3	2	—	—	6	5	25	2.5
Clerical	—	—	—	—	2	1	1	—	—	—	2	6	0.6
Sales	—	—	—	1	7	—	—	10	—	—	—	18	1.8
Service and recreation	—	—	—	2	2	—	6	3	—	12	28	53	5.2
Total	27	102	19	132	175	217	178	58	—	45	64	1,017	100.0
Per cent of total	2.7	10.0	1.9	13.0	17.2	21.3	17.5	5.7	—	4.4	6.3	100.0	—
Workers employed in thousands**	546	80	24	117	1,754	470	673	1,260	327	1,830	458	7,537	—
Fatality rate per 10,000 employees	0.49	12.75	7.92	11.28	1.00	4.62	2.64	0.46	—	0.25	1.40	1.35	—

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.
** DBS Estimates, Special Surveys Division, Special Tables, 12-month averages (figures may not add to the totals shown because of rounding).

		1969*														
Workers Employed in Thousands	Fatality Rate per 10,000 Employees	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total	Per Cent of Total	Workers Employed in Thousands	Fatality Rate per 10,000 Employees
548	0.49	28	1	—	—	—	—	—	—	—	1	1	31	2.9	534	0.58
54	15.56	—	64	—	—	4	—	—	—	—	—	4	72	6.8	51	14.12
25	6.00	—	—	16	—	1	—	—	—	—	—	—	17	1.6	21	8.10
58	19.31	—	—	—	123	3	3	—	—	—	—	—	129	12.2	56	23.04
1,910	1.84	1	7	—	16	108	126	53	11	—	10	11	343	32.4	1,981	1.73
312	3.88	—	—	—	—	23	69	11	6	—	5	13	127	12.0	318	3.99
413	4.09	—	9	2	5	25	8	123	10	—	4	5	191	18.1	415	4.60
714	0.49	1	1	—	3	10	9	7	10	—	3	2	46	4.4	748	0.61
980	0.26	—	1	—	3	5	1	5	1	—	5	4	25	2.4	1,038	0.24
1,100	0.05	—	—	—	—	4	1	2	1	—	1	—	9	0.9	1,152	0.08
516	0.35	—	—	—	—	5	—	—	9	—	3	—	17	1.6	530	0.32
908	0.58	—	1	—	1	4	2	4	3	2	14	19	50	4.7	937	0.53
7,537	1.35	30	84	18	151	192	219	205	51	2	46	59	1,057	100.0	7,780	1.36
—	—	2.8	7.9	1.7	14.3	18.2	20.7	19.4	4.8	0.2	4.4	5.6	100.0	—	—	—
—	—	535	80	21	116	1,819	482	693	1,292	350	1,918	474	7,780	—	—	—
—	—	0.56	10.50	8.57	13.02	1.06	4.54	2.96	0.39	0.06	0.24	1.24	1.36	—	—	—

Table H-9—Employment Fatality Rates, 1968-1969

	1968†					
	Number of Fatalities			Workers Employed in Thousands**		
	Men	Women	Both Sexes	Men	Women	Both Sexes
A—By Sex and Industry‡						
Agriculture	27	—	27	476	70	546
Forestry	102	—	102	78	2	80
Fishing	19	—	19	24	—	24
Mining	132	—	132	112	5	117
Manufacturing	174	1	175	1,369	384	1,754
Construction	217	—	217	450	20	470
Transportation	178	—	178	568	105	673
Trade	58	—	58	827	433	1,260
Finance	—	—	—	166	160	327
Service	43	2	45	728	1,101	1,830
Public Administration	64	—	64	347	111	458
Total	1,014	3	1,017	5,146	2,391	7,537
B—By Sex and Occupation						
Farmers and farm workers	27	—	27	482	66	548
Loggers and related workers	84	—	84	54	—	54
Fishermen, trappers and hunters	15	—	15	24	1	25
Miners, quarrymen and related workers	112	—	112	58	—	58
Craftsmen, production process and related workers	352	—	352	1,647	263	1,910
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	121	—	121	292	20	312
Transport and communication	168	1	169	372	41	413
Managerial	35	—	35	624	90	714
Professional and technical	23	2	25	564	416	980
Clerical	6	—	6	344	756	1,100
Sales	18	—	18	316	200	516
Service and recreation	53	—	53	369	539	908
Total	1,014	3	1,017	5,146	2,391	7,537
C—By Sex and Age Group						
14-19	48	—	48	410	333	744
20-24	117	—	117	637	455	1,092
25-44	434	1	435	2,328	903	3,231
45-64	337	2	339	1,609	652	2,261
65 and over	78	—	78	162	48	209
Total	1,014	3	1,017	5,146	2,391	7,537

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.
** Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month averages).

1969*											
Fatality Rate per 10,000 Employees			Number of Fatalities			Workers Employed in Thousands**			Fatality Rate per 10,000 Employees		
Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
0.57	—	0.49	29	1	30	460	75	535	0.63	0.13	0.56
13.08	—	12.75	84	—	84	79	1	80	10.63	—	10.50
7.92	—	7.92	18	—	18	21	—	21	8.57	—	8.57
11.79	—	11.28	151	—	151	109	7	116	13.85	—	13.02
1.27	0.03	1.00	190	2	192	1,409	410	1,819	1.35	0.05	1.06
4.82	—	4.62	219	—	219	460	22	482	4.76	—	4.54
3.13	—	2.64	205	—	205	583	110	693	3.52	—	2.96
0.70	—	0.46	50	1	51	845	447	1,292	0.59	0.02	0.39
—	—	—	2	—	2	179	172	350	0.11	—	0.06
0.59	0.02	0.25	44	2	46	774	1,144	1,918	0.57	0.02	0.24
1.84	—	1.40	58	1	59	353	121	474	1.64	0.08	1.24
1.97	0.01	1.35	1,050	7	1,057	5,272	2,508	7,780	1.99	0.03	1.36
0.56	—	0.49	30	1	31	464	70	534	0.65	0.14	0.58
15.56	—	15.56	72	—	72	51	—	51	14.12	—	14.12
6.25	—	6.00	17	—	17	21	—	21	8.10	—	8.10
19.31	—	19.31	129	—	129	56	—	56	23.04	—	23.04
2.14	—	1.84	342	1	343	1,700	281	1,981	2.01	0.04	1.73
4.14	—	3.88	127	—	127	297	21	318	4.28	—	3.99
4.52	0.24	4.09	191	—	191	376	39	415	5.08	—	4.60
0.56	—	0.49	46	—	46	657	91	748	0.70	—	0.61
0.41	0.05	0.26	23	2	25	602	436	1,038	0.38	0.05	0.24
0.17	—	0.05	8	1	9	348	804	1,152	0.23	0.01	0.08
0.57	—	0.35	17	—	17	325	205	530	0.52	—	0.32
1.44	—	0.58	48	2	50	376	560	937	1.28	0.04	0.53
1.97	0.01	1.35	1,050	7	1,057	5,272	2,508	7,780	1.99	0.03	1.36
1.17	—	0.65	40	1	41	412	336	749	0.97	0.03	0.55
1.84	—	1.07	127	—	127	676	490	1,166	1.88	—	1.09
1.86	0.01	1.35	464	4	468	2,378	968	3,345	1.95	0.04	1.40
2.09	0.03	1.50	321	2	323	1,649	671	2,319	1.95	0.03	1.39
4.81	—	3.73	98	—	98	158	44	202	6.20	—	4.85
1.97	0.01	1.35	1,050	7	1,057	5,272	2,508	7,780	1.99	0.03	1.36

Industrial Relations and Disputes Investigation Act

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: Certification and Other Proceedings Before the Canada Labour Relations Board; and Conciliation and Other Proceedings Before the Minister of Labour.

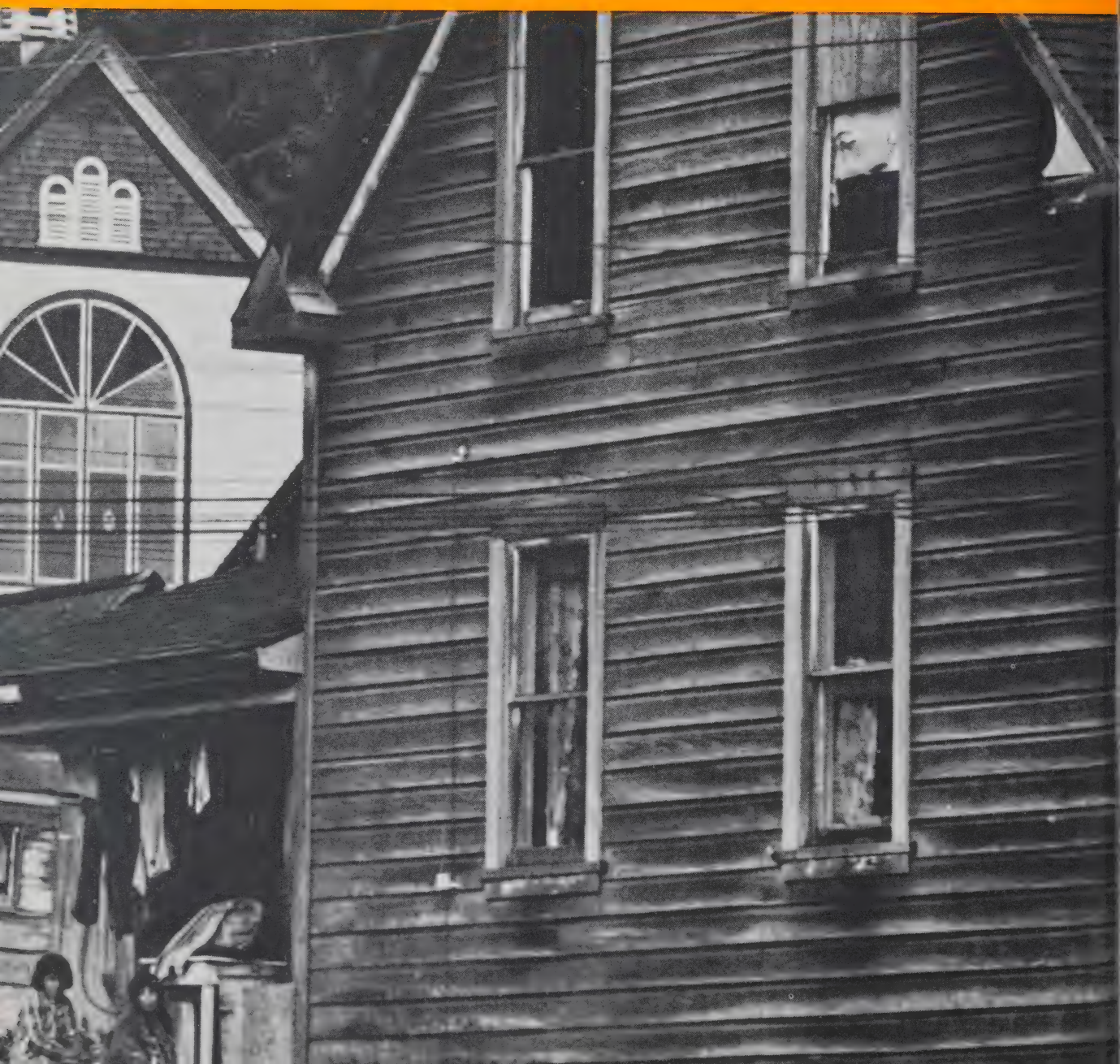
Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Halifax and St. John's represent the Department in the Atlantic Provinces. In addition, there are Industry Specialists, located at Vancouver, Toronto, Ottawa and Montreal, whose main function is to maintain a continuing relationship with labour and management within specified industries to prevent serious disputes from arising, and to mediate such disputes when they do occur.

The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

The Labour Gazette



A course of social action that includes tackling the problems of the poor through the organization of associations for the unemployed, tenants and the aged; a "full and comprehensive program" of medicare; an "adequate" social security system; increased "regional justice;" protection of consumer interests; educational opportunities for all; protection of human rights; and action on the problems of urban areas was charted by the Canadian Labour Congress at its eighth constitutional conference held in May. See Part I: "Steps in a New Direction," p. 558.



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News Briefs

■ **A bill to provide for advance notices of dismissal to workers in layoffs or plant shut-downs throughout Ontario was introduced in the Legislature in May by Labour Minister Dalton Bales.** The Bill, which amends The Employment Standards Act, provides also for improved vacation benefits and a number of administrative changes to simplify and clarify present legislation. The Bill is designed to protect workers against the impact of economic changes, while leaving management free to respond to the need for change.

The Bill will specify notice requirements in individual terminations that are without "cause," and in these layoffs the required notice will be graded according to length of service: one week's notice for an employee with three months to two years of service; two weeks notice for those with between two and five years; four weeks notice for those with between five and 10 years of service; and eight weeks notice for those with more than 10 years. Notice requirements will not operate in such situations as seasonal or intermittent employment, short-term layoffs, legal strikes or lockouts, and in other cases where lengthy notice would not be possible.

Another provision of the Bill will ensure that employees be credited with two weeks vacation with pay in the second year of service with an employer. The Bill will also prevent an employer from avoiding the benefits of the Act by transferring an employee to another so-called "associate company." Other provisions are designed to facilitate collections of underpayments of minimum wages and other standards, and will empower the levying of a penalty assessment against an employer who has underpaid an employee. The Bill will make it possible to launch a prosecution up to a maximum of two years after the offence instead of the present six months, and it will raise the amount collectable by the Branch on behalf of the employee from the present $1,000 to $2,000.

■ **Alfred G. "Bill" Sinclair, President of Canadia Johns-Manville Co. Limited, Port Credit, Ont., is the ne President of the Canadian Manufacturers' Associatio** Mr. Sinclair began his career with Johns-Manville i 1934 as a sales engineer in the Winnipeg district. Ap pointed assistant general manager in 1958, he assume the responsibilities of general manager in 1959, an President in 1961. He is also a Director of Cobra Frictio Products Ltd., President of Johns-Manville Oversea Ltd., and President and Director of Peace River Glas Fibres Ltd., Edmonton. He succeeds L. F. Wills.

A. G. Sinclair





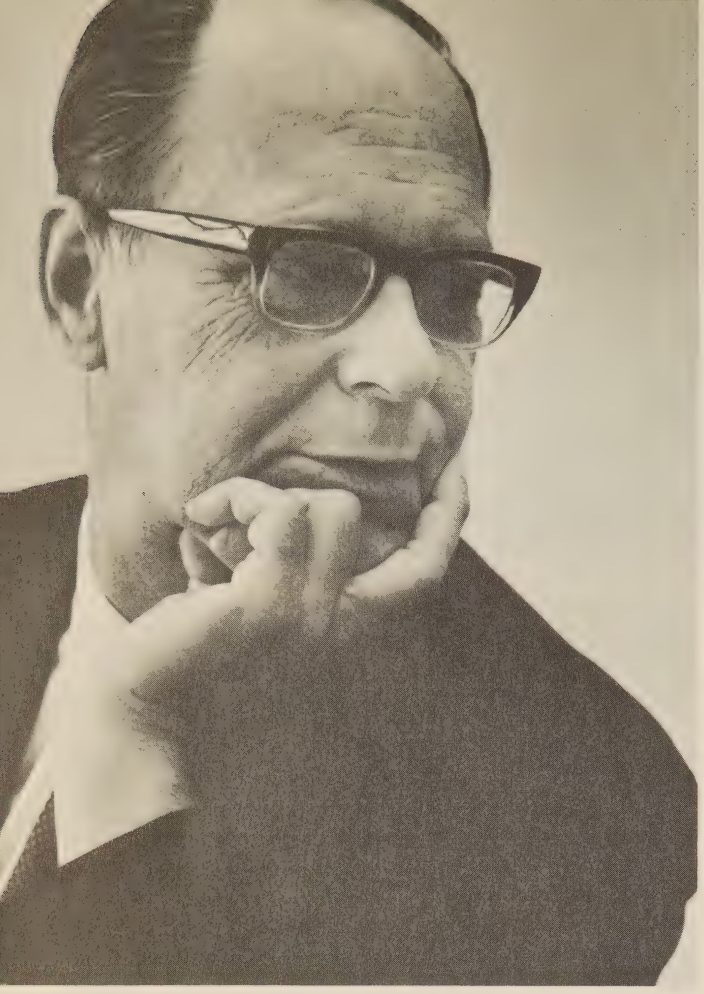
ierre Laporte

Québec's new Minister of Labour and Manpower, ierre Laporte, was born in Montreal in 1921. He gra- uated in Law from the University of Montreal and as admitted to the Québec Bar in 1945. As a reporter n the Montreal daily "Le Devoir" for more than 16 ears, he acted as parliamentary correspondent at the uébec Legislative Assembly during most of this time. lected for the first time as a member of the National ssembly in a by-election held in 1961, he was re-elected n the general election of 1962. In 1962, Mr. Laporte ecame Minister of Municipal Affairs. In 1964, he dded to this first portfolio a second one, that of Cultural ffairs, and shortly after was appointed Government eader of the Legislative Assembly. He was re-elected n the 1966 election that saw the defeat of the Lesage overnment and became chairman of the Liberal aucus.

■ **"Women's Bureau 69" is a new Canada Department of Labour publication that examines some of the challenges and obstacles facing Canadian women today in the midst of a rapidly changing social and economic environment.** This publication is a compilation of three papers given last year by Sylva Gelber, Director of the Department's Women's Bureau.

In "The Role of Women," Miss Gelber takes a comprehensive look at the position of women in relation to political, educational, social and economic developments during this century, then goes on to examine the challenges facing them today and tomorrow. With regard to existing discrimination in employment, particularly in relation to university graduates, Miss Gelber notes in "What Price Discrimination" that some of the largest firms in Canada refused even to interview women for 2,024 out of 3,268 positions offered on university campuses last year. In "Household Services—The Orphan in Economic Reckoning," Miss Gelber suggests that a value be attributed to unpaid domestic services and included in the total cost of goods and services that, together with the cost of goods, make up the gross national product. **Women's Bureau 69** is available without charge in English and French from the Canada Department of Labour, Ottawa.

■ **A Matter of Survival, a Canada Department of Labour film produced by the National Film Board, has won first prize in its category at the American Film Festival in New York.** The festival, sponsored by the Educational Film Library Association of the United States, is the world's largest competition for 16 mm films. More than 1,000 films were entered in the various categories. **A Matter of Survival** won the top prize in the business and education category. The film tells the story of Gerry, an accountant in a medium-sized Canadian business, who never thought that automation would overtake him. But it did—and other white-collar workers as well. The film is hard-hitting in its exploration of the effects of change. It is available throughout Canada through the distribution offices of the National Film Board, which handles all the films for the Department of Labour's National Industrial Relations Film Library.



Gerry Lemay

■ **Gerry Lemay, Chief of Manpower Planning and Development for the Unemployment Insurance Commission since 1963, has died.** Mr. Lemay was to have become president of the International Association of Personnel in Employment Security this year. He was elected first vice-president of the association in 1969. For the past six years, he has served as liaison officer of the UIC to IAPES. Mr. Lemay joined the Unemployment Insurance Commission in 1945 and served with the Commission, except from 1956 to 1960, until his death. From 1956 to 1960, he was with the Canada Department of Labour as executive assistant to the then Director of the Economics and Research Branch, Walter Duffet.

■ **Recent changes in legislation concerning hum rights, annual vacations and minimum wages in feder and provincial jurisdictions are highlighted in "Labo Standards in Canada—December 1969," published by t Canada Department of Labour.** The book reviews a of the principal changes made during the year in th laws and regulations connected with the labour sta dards field.

Among the 1969 changes were: Newfoundland's ado tion of a Human Rights Code, a Weekly Day of Re Act, an Annual Vacations with Pay Act, and an A requiring employers and employees to give notice termination of employment; strengthening of huma rights and equal pay legislation in British Columbia ar Nova Scotia; increased minimum wage rates in seve provinces; and inclusion of a provision in the Québ Workmen's Compensation Act tying compensatio benefits to the cost of living.

Issued annually, the Department's publication sets ou the minimum standards established by federal and pr vincial labour laws with respect to compulsory scho attendance, minimum age for employment, minimu wages, equal pay for equal work, hours of work, ove time pay, weekly rest day, annual vacations with pa public holidays, fair employment practices, notice termination of employment, maternity protection an workmen's compensation. Standards set by labour ord nances of the Yukon Territory and the Northwest Ter tories are also included.

Besides containing information on the substance of la bour laws and their effects on a wide field, the boo provides a ready comparison of the legislative standard serving in all Canadian jurisdictions. **Labour Standard in Canada** was prepared by Miss Evelyn Woolner, Chie of the Legislative Research Division, Legislation Branch Canada Department of Labour, and published by th Queen's Printer, 98 pages. Catalogue No. L2-7/1969 75 cents.

■ **Joseph Morris, Executive Vice-President of th CLC, has been appointed Workers' Vice-Chairman an Chairman of the Workers' Group of the ILO Governin Body.** Mr. Morris succeeds the late Jean Mori of Swit zerland in both posts. Mr. Morris was elected to th ILO Governing Body in 1966 and re-elected in 1969

This is the first time that any Canadian—worker, em ployer or government delegate—has been elected a Chairman of his group at the Governing Body.

The federal Government has increased the minimum age provisions of the Canada Labour (Standards) Code. he increase is 40 cents an hour in the minimum wage ithin federal jurisdiction—from $1.25 to $1.65 an hour. he effective date was July 1, 1970.

he former hourly minimum wage of $1.25 had been effect in federal jurisdiction since the Labour (Standards) Code came into force on July 1, 1965.

linister of Labour Bryce Mackasey indicated the need or adjustment at more regular intervals in order that ie minimum wage be made realistic. Machinery for such an adjustment may be included when the Canada Labour (Standards) Code is revised and amended at the next session of Parliament.

Mr. Mackasey said that, all too often, we forget that many workers are not covered by collective agreements and must depend on legislation in order that their wages, hours of work, and working conditions are maintained at an acceptable standard.

Labour relations around the world

The National Council of the Distributive Workers f America, representing 50,000 United States workers food processing and wholesale trades, has joined the lliance for Labor Action. The union is the fourth to in the Alliance. It follows the Auto Workers and eamsters unions, who formed it, and the Chemical orkers, who affiliated later. The addition brings the lliance's reported membership above 3.5 million (L. ., Nov. 1969, p. 638).

he Distributive workers are stressing the organization low-wage workers in a drive that has brought 10,000 orkers into the union in 10 months. Union officials id that they regard their affiliation with the Alliance r Labor Action as "a major step forward in our conuing search to upgrade the Distributive Workers' asic ability to help the nation's most needy workers a better, more secure and dignified life." About 40 er cent of the members are Negro and Puerto Rican.

■ **According to the annual "White Paper on Wages," released by the Japanese Ministry of Labour, the Japanese worker, aged 32, earned an average Y 64,333 (about $188) a month in 1969.** In nominal terms, this represents a rise of 16.1 per cent over the previous year. In real terms, the average monthly wage represented a 10.4 per cent increase, the highest in the last 13 years. A special characteristic of this wage increase, according to the white paper, was the 23 per cent increase in the monthly average of bonuses, compared with 1968. This indicates that more firms tend to place greater emphasis on bonus payments in preference to raising the monthly wage. Along with a higher income, the Japanese wage earner also enjoyed shorter working hours. According to the report, the monthly working hours in 1969 averaged 190 hours, 1.4 per cent less than the year before.

■ **Workers in Italy have been striking this year, not only for money but also for political and social reforms. Frequent walkouts kept millions of Italians away from their jobs for periods of up to one week.** The year has been uneasy and confused, punctuated by sporadic outbreaks of violence. A mood of vague apprehension still hangs over the nation.

Most voluble among the country's strikers are the public employees. Nearly all insist that Italy needs drastic reforms of her social structures and that this is the main reason for their fight. After recent raises, many industrial workers are far better off than most of Italy's 2,500,000 state and city employees.

Amid the diffuse discontent, organized labour has been flexing its muscles. Last spring, the three large labour federations, united in a common front, told the nation that the fruits of prosperity were unequally distributed, with the rich getting richer and the mass of Italy's 20,000,000 workers not getting enough.

The unions presented an ultimatum to the Government for immediate reforms: better and cheaper public transport, an increase in tax exemptions for low income earners, better health services and housing, a freeze on apartment rents, and anti-inflationary measures.

The labour front comprises the Communist-controlled Italian Confederation of Labour, which claims 3,400,000 million members; the 2,000,000-member Italian Confederation of Labour Syndicates, which includes Roman Catholic groups, and the Social Democratic Italian Union of Labour, with 1,500,000 members. For many years, the three federations, closely tied to rival political parties, were acting at cross purposes. Last year, prodded by a rash of wildcat strikes, they joined forces and started loosening party ties.

■ **Leonard Freel Woodcock was sworn in on May 2 as President of the United Auto Workers.** Mr. Woo cock, 59, was elected unanimously by the 24-memb UAW International Executive Board to succeed Walt Reuther, who was killed in a plane crash on May 9 (s p. 554). Mr. Woodcock was a UAW Vice-President ar head of the union's General Motors Department. H is on the Board of Governors at Wayne State Universit in Detroit.

Mr. Woodcock has been described, by those who kno him, as intellectual, analytical, and a man of actio He has been known to lose his temper but says, "I thin I'm calmer under stress," a trait a negotiator needs. H is a strong opponent of the Vietnam war, and share the late Mr. Reuther's views on social reforms, especiall civil rights.

Mr. Woodcock was born in Providence, Rhode Island in 1911. In 1914, the family went to Germany, whe his father installed machinery sold by a Providenc company. His father, a British citizen, was interned i Germany when World War I broke out, and Mrs Woodcock and her son went to England. Mr. Woodcoc attended British schools, mostly in Northampton, the returned to the U.S. in 1926 and studied at a Detroi college. In 1933, he went to work in the machine sho at the Detroit Gear Company and was soon involve in the union movement. He took over the GM Depart ment of the UAW after the negotiations of 1955 an has headed it since then. He has also headed the UAW' aerospace department.

■ **One hundred women steel workers, the first in th United States since World War II, are now working at th Buffalo, New York, plant of the Republic Steel Corpora tion.** The extreme labour shortage in the area has mad it necessary to employ women. About half as many women are employed in the nearby plant of the Bethle hem Steel Corporation, and a few at the Cleveland Ohio, operations of Republic. Many intend to make a career in the steel industry. They earn as much money as men do, between $120 and $140 a week, depending on shift differentials but not counting overtime. After a probation period of about six weeks, they join the United Steel Workers union and begin building up their seniority. Female workers are not permitted at the blast furnaces, the open hearth furnaces or the blooming mill but must be able to do every other job in the steel plant.

■ **Manpower Administration experimental projects in ıe United States have broken through the old patterns ıd turned up new ways of reaching and providing man-ower services to youth for whom the conventional ap-roaches, techniques and personnel seem inadequate.** his is the conclusion of a 256-page report released by r. Arnold R. Weber, Assistant Secretary of Labour or Manpower. The volume analyzes the experience of 5 early experimental and demonstration probings in ıe years 1963 through 1966 made by the Manpower dministration.

mong the breakthroughs cited: programs could and ıould be built around the needs of individuals, rather ıan exclusively around the needs of the job market; ıe work environment, as well as the worker, could be ıanged; supportive services are necessary in order to ach, motivate, place and retain hard-core unemployed ouths; a youth's lack of information and alienation had) be overcome by seeking him out and winning his ttention; and non-professional persons known in the isadvantaged community are an indispensable part of ıe manpower program.

■ **An unusual health safeguard has been inserted in contract negotiated by the United Farm Workers and ıree table grape growers in the Coachella Valley, Cali-ornia.** The growers have agreed, for the health of both orkers and consumers, not to use DDT, aldrin, diel-rin, endrin or parathion in vineyard cultivation.



James D. Hodgson

■ **James Hodgson, U.S. Undersecretary of Labor, has been named Secretary of Labor, to replace George Shultz.** Mr. Shultz has been named Chairman of the newly created Office of Management and Budget in the Executive Office of President Nixon. Before he became Undersecretary in 1969, Mr. Hodgson had been with Lockheed Aircraft Corporation. In 1946, he joined the company's labour relations office and became director for industrial relations in 1962. In 1968, he became the company's vice-president.

Laurence Silberman has been named to replace Mr. Hodgson as Undersecretary of Labor. Mr. Silberman was previously the Solicitor of Labor and is a former lawyer for the National Labor Relations Board.

50 years ago

Blood on the hands of a Montreal tram company, the vindication of a shorter work day, further controls on child labour in Québec, and the mailed fist of the new Soviet Government in Russia were some of the topics discussed in The Labour Gazette 50 years ago this August.

■ **Careering through the streets of Montreal, an emergency wagon of the Montreal Tramways Company collided with a street car at a crossing.** The rear of the wagon was struck by another vehicle, and an employee riding in the back of the wagon was flung out. Run over by the car, he had both legs crushed and they had to be amputated. In his suit against the company, he asked for an annual pension of $345—equal to half his annual wages up to $600, plus one quarter of his wages above $600; he also demanded an additional yearly allotment, or a lump sum of $15,000, as compensation for the "inexcusable fault of the company." Although the company readily agreed to the first claim, it disputed the second. After losing the case in the Québec Superior Court, it appealed to the Court of King's Bench. It lost again. The Court ruled that, under Common Law, an employer was responsible not only for the inexcusable fault of the persons placed in charge of the management of the enterprise, but also for all employees acting within the scope of their employment. The claim for $15,000 was, however, declared excessive and reduced to $9,000, plus interest and costs. The company appealed again—to the Privy Council. Again, and for the last time, it was declared at fault and directed to pay both the claims of the plaintiff and the court costs.

■ **The eight-hour day was proved superior to the 10 hour day in a study conducted by the United States Public Health Service.** In a plant with working shifts of 10 and 12 hours each, employees were making brass fuses, while in a plant with eight-hour shifts, automobiles were being manufactured. In both test groups, the employees were put into units doing similar work. For assessing hourly output, the basic period taken was the hour of greatest production; in the case of accidents the basic period was the hour of fewest accidents. A large number of employees were included in the test group to reduce the influence of such factors as sickness. Although repetitive work was included in the study, the tending of totally automatic machinery was not because the speed at which this equipment operated was not controlled by the operator.

The results showed that eight-hour shifts were more efficient because there was a steady output; work began and ended exactly on schedule; lost time was minimized, and output varied only according to individual capacity. Under the 10-hour system, there was a noticeable decline in work in the second period; work tended to stop before the end of the shift; lost time was increased; and individuals did not work up to their capacity. Accidents also were more numerous under the ten-hour scheduling.

■ **Children who worked in Québec factories had to be registered.** Under the provisions of the Québec Industrial Establishments' (Amendment) Act, about 8,000 children between 14 and 16 years of age had been registered in Montreal and 2,000 in Québec City.

Inspectors interviewed each child to determine the name, age, nationality, number of years of studies, attendance at night school, ability to read and write, type of employment, residence and personal description. Unless a child had received a registration card from an inspector, and had the ability to read and write, he could not be employed.

■ **Plague, famine, war, the wheels of production at a standstill, a population reduced to thievery, bribery and black markets to survive were the conditions in the Soviet Union of fifty years ago.** The Canada Department of

abour produced a booklet containing an article written r the Times of London by a Bolshevik in one of the ouncils of the People's Economy. The horrors de-ribed must have seemed completely unreal to the anadian reader of the day.

The author gave seven reasons for the severity of ie situation: the individual had been deprived by the olshevik Government of all incentive to work; wages id not even cover the minimum cost of living; hunger, rivation and illness were everywhere; those in positions f responsibility were there because of their membership the Communist Party and not because of any innate ility; the population as a whole was engaged in un-ermining the Soviet Government in any small way it ould manage without detection; the bulk of the labour rce were serving as soldiers; and members of the overnment and the laws changed with unpredictable price. Workmen were bound into their positions with hope of promotion or change in employment. As result, factory workers were deserting their posts de-ite severe threats and harsh penalties. Although the overnment reported that production was at the 25 per nt and 30 per cent level of pre-Revolution days, more alistic estimates predicted that a 10 per cent level was timistic. Even those workmen who remained on the b managed to hamper operations by stealing anything ey could take from the factories to barter for food.

he railways were rapidly grinding to a halt. Because l efforts were being directed to war activities, the comotives, cars and tracks had not been kept in good pair. By this time, it had become mandatory to canni-alize parts from seven locomotives waiting for repair put just one other back on the tracks. Not that putting ne more locomotive back in service helped the situation at much. There wasn't enough metal to replace bear-gs, wheels, or springs on the cars to be hauled. Brakes nerally did not function; nor did heating systems. To mplete the chaos, every car leaving a station was verloaded, space—not weight—being the guiding factor.

he worst conditions existed in agriculture. Plague and aughter had reduced the number of horses by 50 per nt in some areas, 90 per cent in others. Tractors and ucks were yet in too limited supply to replace the loss. here were no seeds for planting fields or gardens, and nly 20 per cent of the arable land was under cultivation. eacting to arbitrary and cruel treatment, the peasants ad restricted their production to what would satisfy eir own needs, and sent nothing to the towns and ties where starvation was the norm for the majority the population. As the food became scarcer, prices ared: a pound of bread, for instance, cost 200 roubles bout $100) in Moscow.



These and other conditions led the Canadian Department of Labour to issue a flat condemnation of the new regime: "The Soviet regime in Russia has resulted in the murder of thousands, the death of millions by war, plague, and hunger, and in the destruction of industry, of agricultural production, and financial credit. No one can accurately foretell the extent of the loss, suffering, sorrow and death that must inevitably still occur before the final act in this terrible drama is ended." Just a few years later, Stalin assumed power.

The pamphlet concluded with a warning to Canadians to watch out for the "danger within." A finger was pointed at various organizations within Canada that were propagating the same doctrines that had led to the situation in Russia. Among those mentioned were the Socialist Party of Canada, the International Bible Students, The One Big Union, The Labour Church, and The Ukrainian Dramatic Society in Moose Jaw. Employers were told that only if they paid heed to the needs and rights of their workers could the danger be eliminated. The Department noted that "the legitimate labour movement is today playing a large part in preventing industrial and economic disaster; it is also the power that guarantees to the worker a reasonable return for his labour, a standard of living much above that which would prevail were his interest not protected, and is an anchor to steady him from the waves of radicalism."

Walter Reuther

On Saturday night, May 9th, Walter P. Reuther, 62, met his tragic death in the flaming wreck of a chartered jet plane. The ill-fated jet crashed in dense fog on its approach to the airport at Pellston, Michigan. He was on his way to open the UAW's Black Lake Family Education Centre, located in Northern Michigan near Lake Huron. Killed with him were his wife, May, and three executives of the architectural firm that was putting the finishing touches to the Centre.

Mr. Reuther, who forged the 1.6 million-member United Automobile Workers into one of the most powerful, progressive and committed trade unions in the world, is a unique figure in the turbulent history of the labour movement in North America. Unquestionably the most dynamic of America's labour leaders, he did more to shape the character of postwar collective bargaining than any other man.

Under Reuther's leadership, the UAW emerged from its role as an industrial union to become a powerful force throughout the world for social reform and political and economic justice. He gained many benefits for the union's members, and fired their imaginations with his ideas for many more through social, economic and pol tical changes. His innovative mind produced man breakthroughs in industrial contract negotiations, and h retained to the end his international stature as a leade in the struggle for social justice.

He had survived earlier brushes with death in the cours of his sometimes stormy career. In the spring of 1938 he thwarted an attempt to take him on a gangland-styl "ride" from which he would not have returned. Te years later, on an evening in April 1948, he was th victim of a shotgun blast fired through a window o his home shortly after his return from a meeting of th UAW Executive Board. He suffered chest wounds, an his right arm was crippled. Surgery and sustained thera py restored much of the use of the arm.

Reuther was born in Wheeling, West Virginia, o September 1, 1907. His father, Valentine, was presiden of the Ohio Valley Trades and Labour Assembly at th age of 23, and an organizer of the United Brewer Workers. The atmosphere of his home was one of in tense interest in unions and broad social and economi problems. He left school at the age of 15 to becom

apprentice tool and die maker at the Wheeling Steel ompany. After four years in the Wheeling factory, om which he was discharged once for organizing orkers to protest Sunday and holiday work, he went Detroit, a more promising area of employment, and on set out on a unionization drive that was to culmiate in the creation of the UAW. He worked briefly his trade at Briggs Manufacturing Company, and then btained a job, despite his youth, as a tool and die leader the Ford Motor Company, where he continued to ork for almost seven years.

Vorking nights, he completed his high school education nd then attended Wayne State University for three ears, majoring in economics and sociology. At Wayne tate, he formed the Social Problems Club, and gave s members first-hand experience in fundamental social nd economic problems by taking them to picket lines here strikes were in progress. Early in 1933, when he as 26, Reuther was dismissed by Ford for labour union ctivity. In this deepest of depression years, he and his rother, Victor, drew their several hundred dollars of avings out of the bank and embarked on a bicycle tour f Europe. They worked in factories and studied union ovements along the way, and also worked with the nti-Hitler underground in Germany. Knowing that killed workers and instructors were sorely needed to rain Russian peasants to become industrial workers, hey applied for jobs in the USSR and were accepted. hey spent the next 18 months in the Soviet Union, orking at the Gorki automobile plant, where Walter as made a foreman, and travelling to other parts of he country. From Russia they went through Siberia o India, China and finally Japan. They did not return o the United States until near the end of 1935.

euther next went to work in a tool and die shop in etroit, and plunged into the job of organizing the utomobile workers into the fledgling UAW. He was ne of the founders and first president of UAW West ide Local 174. Under his leadership, it grew from a embership of 78 in 1936 to a staggering 30,000 in 937. In May 1936, at the UAW's first convention as n autonomous organization within the American Fedration of Labor (AFL), he was elected to the Internaonal Executive Board of the union. **At the 1942 conention, he was elected vice-president, and in March 946, he was elected president of the UAW after a 13-day strike at General Motors that left the union n a state of organizational chaos. Reuther had been e-elected at every UAW International Convention since hen.** Later that same year he was elected a vice-presient of the Congress of Industrial Organizations (CIO).



Walter P. Reuther

In December 1952, he was elected president of the 5,000,000-member Congress. During the next three years he played a leading role in the negotiations that led in 1955 to the merger of the CIO and the larger AFL. He then became one of the 27 vice-presidents of the AFL-CIO, and president of the merged organization's Industrial Union Department, while remaining at the helm of the UAW. With the merger of the AFL and CIO, he became a leading advocate of the Ethical Practices Code adopted by the organization.

Reuther was active in the Detroit and Flint sit-down strikes in 1936-37, including the Kelsey-Hayes strike in December, 1936, one of the early sit-down strikes in the drive that organized the auto workers (L. G. 1937, p. 391). From 1938 to 1948 he was director of the General Motors Department of the UAW. One of his first tasks in that capacity was direction of the tool and die strike in the summer of 1939, a strike whose success not only won many additional benefits for all GM workers, but also firmly established the UAW as collective bargaining agent for the employees.



An early step in the direction of making collective bargaining more equitable and efficient was his securing GM's agreement in 1940 to an impartial umpire as the final and binding arbiter of worker-management disputes arising during the life of a contract and not settled at the lower levels of the grievance procedure. In most of the companies with which the UAW has contracts, the umpire system is now an established institution.

GM workers in the U.S. in 1945 and 1946 asked for higher wages without higher prices. Although it was impossible for the union to bind GM contractually to a commitment not to raise prices, the union's position was upheld by the report of a presidential fact-finding board to the effect that the company could increase wages by 18½ cents an hour without increasing prices and still make a profit. These negotiations and their outcome laid the foundation of UAW wage and economic policy that has continued to the present day.

In 1948, Reuther and GM president, Charles E. Wilson, joined in negotiating a cost of living escalator clause and annual improvement factor wage adjustments that guaranteed auto workers a steadily growing share of the fruits of advancing technology. Then came the first company-financed pension program in a mass production industry. Negotiations in 1955 introduced the principle of a guaranteed layoff pay. This assured a worker some income when, through no fault of his own, he wasn't working. The program now guarantees a worker with two years' seniority 90 per cent of his pay for a year if he's laid off. All told, Reuther won for his 1.6 million members a rich measure of security with wages and fringe benefits worth more than $4.00 an hour, a far cry from the 85¢ an hour that the UAW president earned as a young tool and die maker in 1926. The union also set up a board health insurance program and provided centres for education and recreation.

He sought and obtained approval, at the UAW's 1957 convention, for the establishment of a Public Review Board to hear and render final and binding decisions on complaints of union members. Unique in the history of trade unions, the Board membership comprises seven distinguished American and Canadian citizens. Its procedures make it possible for any aggrieved member to be heard without the necessity for travel and legal counsel expense that might be prohibitive. The process is also expeditious enough so that justice is not denied a plaintiff because of delay.

Reuther pulled the UAW out of the AFL-CIO in July 1968, climaxing months of polemics with AFL-CIO President George Meany, whom Reuther accused of permitting the labour movement to "vegetate" under what he termed a "standpat leadership." A few months after the split, the UAW joined the Teamsters and the United Chemical Workers to form the Alliance for Labour Action (ALA), which today boasts a membership of nearly 4,000,000 (L. G., Nov. 1969, p. 638).

Within the labour movement, in non-labour organizations, and in association with many leading citizens, the UAW President was throughout his career one of the most vigorous and effective advocates of civil rights. It was this ardent desire for social reform, that brought about the split between Reuther and Meany. Viewing himself as a labour statesman, Reuther was always an exponent of political action by the trade union movement. He often spoke on political issues, and had been an active participant in U.S. political campaigns for more than 30 years.

He helped to lead the 1963 civil rights march on Washington, called the Vietnam war "senseless," strongly supported the California table grape boycott on behalf of migrant workers, and this year was fighting against pollution. He believed that the union should demand that the auto companies vastly increase their anti-pollution efforts when the two sides met in contract talks this summer. Of all prominent labour leaders, he maintained the closest ties to the poor, the Black and the young.

Reuther held office in several international labour organizations, served on a number of government committees and commissions, and was an official of a large number of non-labour organizations whose purposes vary widely. Among them, eleven universities had conferred honorary degrees upon him.

Though sometimes criticized for coldness and aloofness, he commanded almost fanatical loyalty. If many of the UAW's members were unenthusiastic about his wide-ranging social ideas, he had little trouble convincing the rank and file that any settlement he negotiated was the best possible. On the opposite side of the bargaining table he was regarded with enormous respect, but never with great affection.

Reuther died while trying to keep a promise he had made to the members of his union. The promise was that the 90-acre Black Lake Family Education Centre, now named the Walter P. Reuther Family Education Centre, a dream he had cherished for many years, would be opened finally for the full use of the union's members in the U.S. and Canada. Black Lake, once the exclusive domain of millionaires and top company executives was bought by the UAW at Reuther's insistence because he believed that "nothing's too good for the workers." A skilled woodworker and an amateur architect, but most of all a compulsive planner, he involved himself in every facet of the project.

Reuther's death came shortly after the retirement of Louis G. Seaton, head of the GM negotiating committee and his foe in many negotiating sessions, and only 17 days after he was re-elected to the leadership of the UAW for the 13th consecutive term. He had committed himself to heading the union for another four years. His loss is a severe blow for labour generally, but more so for the UAW, for he would have been its chief bargainer in important contract negotiations with the Big Three auto manufacturers in the U.S. and Canada this summer—in a year beset by lagging auto sales and a clamour of workers for higher wages to override inflation. This was the first time in 26 years that Reuther did not head the union's negotiating committee in talks with the auto companies for new collective agreements. His death will raise many questions about the direction of the auto workers and of the entire American labour movement. (See also p. 550).

On the occasion of the last convention of the Canadian Congress of Labour, in October 1955, on the eve of the CCL's merger with the Trades and Labour Congress, Reuther had this to say about social responsibility: "We want to make progress by working with men and women of good will in the whole of our society, in finding answers to the problems of all the people. This new labour movement must demonstrate that it is going to dedicate its new power, its greater resources, in the pursuit of those values that are socially responsible and morally right, as they affect the whole society in which we live.

"To do that, we need to look at the principles and values around which we are going to build a united labour movement ... We want labour unity that will release the power and the dynamic forces that lie deep within our movements ... We need a new movement, with new vision, with new dedication, with new determination, to go forward and do the job that yet remains to be done."



Steps in a new direction

Part I

Firm steps in the direction of social action were taken by the Canadian Labour Congress at its eighth constitutional convention, held in Edmonton, May 18-22. Although not forgetting the bread-and-butter issues, the executive presented a program that included a broad range of social issues. Aside from wading through 461 resolutions, the 1,600 delegates from 123 CLC affiliates were faced with, among other things, the contentious application of a fishermen's union for affiliation, and the program for reform developed by a "Reform Caucus."

The delegates denied membership to the fishermen, but the Reform Caucus won a few victories, particularly on such issues as Canadian union autonomy, industrial democracy, unemployment, and organization of the unorganized. But the reformers and the executive committees were not far apart on most of these points.

The deliberations and conclusions of the delegates reflected social and structural trends—for example, their decisions in the area of union autonomy. The adoption of minimum standards of self-government for the Canadian sections of international unions is not an isolated development, but rather is linked up with the growing nationalistic forces in Canadian society.

President's address

The convention was launched with an address by CLC President Donald MacDonald. In his speech, Mr. MacDonald reviewed the activities of the labour movement during the past decade, and charted its course for the 70s. Its major motifs, inflation and unemployment, echoed the March memorandum to the Government (L. G., June, p. 410). MacDonald's position on these issues, coupled with his enthusiasm for social action, won him a standing ovation.

Recalling the 60s, MacDonald referred to the decade as a "time of growth" and a "time of struggle," and went on to ask what lessons had been learned. His reply? That, in the final analysis, "organized labour must place its greatest reliance on its own strength and on the wisdom of its own strategies." He elaborated by stating that a labour movement that represented only a minority of the working force does not possess the strength it needs to be truly effective. He called for more effective action in organizing the unorganized. **MacDonald warned that economic strength at the bargaining table alone "is not a sufficient answer if the trade unions are to achieve their goals." He implored organized labour to increasingly engage itself in the political arena, and to work in alliance with other Canadian institutions that share its goals.**

MacDonald then launched abruptly into a condemnation of government policy, charging that the federal Government has deliberately created widespread unemployment in order to combat inflation. He labelled the Prices and Incomes Commission "a governmental errand boy" and disparaged its attempts to persuade organized labour to accept voluntary wage restraints. "We shall not accept (wage) guidelines, not only because they are unfair and unworkable," he said, "but also because they pose a threat to the very system of collective bargaining itself. So far as the Canadian Labour Congress is concerned, the trade unions will continue to bargain for wage increases which, in their opinion, represent the legitimate demands of their members, and which are worked out across the bargaining table."

Focusing on the bread-and-butter issues, he made it clear that organized labour was after a fair share of the economic pie, not only for itself, but for the poor and unorganized as well. He prophesied that **the labour movement is not destined to become a diminishing force, but "one that will progressively represent an increasingly larger proportion of the employee members of the labour force." It is thus appropriate for them to use their strength in the forthcoming decade "to solve the problems of others who are too weak for the most part to help themselves."**

Using the latter pledge as a stepping stone, MacDonald proceeded with a systematic outline of his social action platform for the 70s. Although his proposals covered a broad range of social issues, he discussed only four of them at length: poverty, medicare, urban planning and rehabilitation, and regional justice.

He defined poverty as a major priority requiring more than organizational effort for its elimination. He asserted that legislative action offered the ultimate solution, but that organized labour must perform an organizational function on behalf of the poor. He recommended the establishment of associations of the unemployed, of tenants and of the aged, the development of consumer co-operatives in the cities, and the promotion of public and co-operative housing.

In discussing medicare, he called for the provision of complete and comprehensive health services, irrespective of ability to pay. He pressed for an expansion and transformation of the legislation now in effect, and advocated the wide establishment of community health centres—owned by consumers and dispensing services on a "rational and economical basis."

Turning to urban problems, MacDonald drew attention to population and traffic congestion, pollution of the environment, and the blight evidenced by slums and decaying neighbourhoods. He argued that urban planning and rehabilitation were a singularly fertile field of action for local labour councils and their affiliated trade unions, and would offer a meaningful exercise in grass-roots democracy.

Commenting finally on the problem of regional justice, he stressed that pervasive tension over language and culture has deep economic roots. Pointing to what he called the comparative deprivation of French Canadians vis-à-vis English Canadians, he said that **conflict is inevitable "is to be French-speaking means to be socially and economically inferior." He appealed to the Canadian Labour Congress to play its part in redressing the imbalances, and in remedying impoverishment in Québec and the Atlantic Provinces.**

His outline of labour's agenda for social action complete, MacDonald went on to emphasize that these activities would be undertaken in conjunction with traditional bargaining and organizing activities. Rejecting what he called the narrow nationalism supported by a large segment of trade unionists, he argued that the trade unions of the free world "must develop institutional patterns that will enable them to confront the multinational corporations on their own level." He maintained that an internationally fragmented labour force could be rendered impotent by such corporations, and that "it would be tragic indeed if the strong spirit of nationalism that is sweeping Canada ... were used to isolate the organized workers of Canada from their fellow trade unionists."

Following this appeal, MacDonald made reference to such topics as Arctic sovereignty, women's rights, justice for Canadian aborigines, and labour legislation.

A program for reform

The Reform Caucus at the convention, referred to as the "Pancake Group," was established several months prior to the convention, its estimated membership at that time being 30. Leading the group were: John Fryer, General Secretary of the B.C. Government Employees' Association; Boris Mather, Canadian head of the Communications Workers of America; Gilbert Levine, Research Director for CUPE; and Chris Trower, a Toronto representative of the United Steelworkers. Ed Finn, Research Director of the CBRT & GW, and a major contributor to the "pancake platform," did not appear at the convention.

To promote its program, the Reform Caucus issued a five-point statement on reform, and convened an evening meeting attended by about 200, at which the members attempted to solicit support for their resolutions. In the concluding segment of their statement on reform, they underlined the unifying motive behind their program: **"To spark a re-examination of present labour traditions, to stimulate fresh new ideas about labour's goals and methods, and to revitalize the CLC and make it more relevant to the needs of Canadian workers in the 70s."**

The following are some of the specific measures they recommended in the interest of forging "a stronger, more autonomous, more socially oriented" trade union movement in Canada.

Social unionism. The CLC should: establish a team of organizers who could be assigned on short notice to help underprivileged groups; launch an aggressive campaign to organize the unorganized, using multi-union organizing teams, and cutting through the maze of conflicting jurisdictions; establish aid and information centres where the poor and unemployed could receive advice in applying for assistance to government and other agencies; support a policy of equal rights and opportunities for women (Contracts signed by CLC-chartered locals should provide equal pay for equal work and maternity leave. Where necessary, day-care centres should be included in contract demands.); and, establish a youth department within the Congress and encourage its affiliates to do the same.

John Fryer



ndustrial democracy. The CLC must: press for the xtension of collective bargaining to encompass all mat-ers that affect the workers' industrial life; remove, ulti-nately, the unfettered right of management to control ne working forces, impose discipline, determine work chedules, select and promote supervisory staff, and dminister pension and welfare plans; and move to ontrol, through collective bargaining, the right of man-gement to decide on prices, technological changes, roduction plans, future industrial development policies, he curtailment of operations, the relocation of plants, he methods and processes of operations, and pollution ontrol.

Canadian autonomy. International unions should grant heir Canadian section certain minimum standards of ervicing and self-government. These standards are as ollows: the Canadian section must have a Canadian ffice to speak for the union in Canada; the Canadian nembership must elect all the Canadian officers; there nust be a Canadian policy conference to deal effectively vith the union's affairs in Canada; There must be a Canadian staff to serve the needs of Canadian members; sufficient portion of the dues collected from Canadian nembers must be left in Canada to finance distinctive ducation, research and other services; Canadian officers nust be able to authorize expenditure of these funds; ollective agreements negotiated in Canada should not equire approval from the head office in the United States; each Canadian section must be free to determine its own political activities, including affiliation with a political party; and procedures must be developed that will allow the Canadian sections to merge with other unions in Canada without waiting for the parent unions to merge in the United States.

Effective unionism. The CLC must stand for effective unionism. A union local that is not being effectively serviced should be able to transfer to another Congress affiliate with the help of the CLC.

Structure and mergers. ". . . The international character of 86 of the CLC's 100 affiliates is often an obstacle to the much-needed consolidation of Canadian labour." The CLC, therefore, should: "Move vigorously" to bring about needed mergers; invite the affiliation of any bona fide union that is now outside the Congress, whether or not there is any agreement to merge, and encourage the trend toward multi-union bargaining through (a) broad-scale bargaining strategy fostered and planned by affiliates in conjunction with the Congress, and (b) technical and research facilities provided for multi-union negotiating campaigns.





The fishermen's application

A Fishermen's application for affiliation was regarded by MacDonald as "one of the major issues of the convention." The applicants, the United Fishermen and Allied Workers' Union, with an estimated 7,500 members on the West Coast and 750 on the East Coast, had been expelled from the Trades and Labour Congress 22 years ago, amid charges that it was Communist-controlled. In 1967, led by its executive-treasurer, Homer Stevens, the union applied for reaffiliation with the 1,650,000-member Congress. The CLC executive, stating that the union's leadership had not changed, and fearing that its entry into the Congress as a separate entity would increase Communist strength in the movement, insisted that the UFAW merge with the Canadian Food and Allied Workers prior to readmission. Merger talks were initiated, but they degenerated progressively as a result of the UFAW's determination to maintain a separate identity.

This year, the UFAW renewed its bid for reaffiliation, and managed to engage the support of at least 50 union locals. **The constitution committee recommended that, short of amalgamation with the CFAWU, the Fishermen be refused membership. When the substitut resolution got to the floor, it was approved by an estimate 75 per cent of the 1,600 delegates.**

MacDonald stated after the vote, "May I say to th Communist Party that the delegates who have the hon our to represent the workers of Canada have demonstrat ed to you what they think of your sinister efforts t try to pervert this movement."

Many delegates supporting the Fishermen's bid felt outraged by the insinuation that they were Communists, or Communist sympathizers. The exchange that ensued went like this: "Mr. MacDonald," shouted J. A. Callaghan, a delegate from the CBRT, "I'm no more sinister than you just because I disagree with you." "If the muloch fits, be pleased to wear it," retorted the President.

Later, during the afternoon session, MacDonald stated that he had no intention of implying that all those supporting the Fishermen's bid were Communists. "I want to make it clear that there were many who opposed the executive resolution who are honest and sincere trade unionists . . . the comment did not apply to them."

Education

Fears that graduates of the Labour College of Canada, a CLC-directed institution, leave the labour movement to join the ranks of management were dispelled by the committee on education in its report to the convention. It said that surveys indicate that only 6 per cent have left the movement, and that the Labour College is a social investment that is of benefit not only to labour but to society at large.

The report went on to say that the general education program, including that of the Labour College, will be reviewed by the committee, with a view to determining its functions within the Congress. The conclusions and recommendations of this study will form the basis for restructuring the Congress's educational program.

Other recommendations falling within the purview of education and endorsed by the delegates were: support for the principle of equal educational opportunity for all Canadians; establishment of student-aid programs by the federal and provincial Governments to eliminate barriers to the attainment of education at all levels;

elegation of the entire responsibility of educational osts to the federal and provincial Governments; and tablishment of crash programs by both levels of gov- rnment to provide the medical, para-medical and den- l personnel required to serve the long-range needs of xpanding health services.

series of resolutions, promoted by the Reform Caucus, at called on the Congress to establish a youth depart- ent at the national and local levels did not get to e convention floor. The reformers explained their solution as an attempt to attract young workers into ctive unionsim by developing programs more relevant their needs. At a pre-convention press conference, onald MacDonald had denied that the trade union ovement is alienating its younger membership.

ousing and pollution

he convention's legislative committee, chaired by Mike ygus, Canadian Vice-President of the International ssociation of Machinists, dealt with a variety of resolu- ons bearing on such subjects as: Canada's water resour- s, pollution, housing, the shorter workweek and mini- um wages. Time prevented the committee from deal- g with a number of resolutions falling within its prov- ce, and these were referred to the incoming executive.

wo policy statements, one on housing, the other on ollution, were drawn up by the committee and adopted y the assembled delegates. In its housing statement, e committee underlined the need for bold and decisive ction to resolve Canada's housing problems. It drew ttention to the critical shortage of "special purpose" ousing, high rents and substandard accommodations, nd it emphasized that the solution lay with a new irection in public policy—one that "would deal with ousing in terms of human need rather than providing oradic support to a building industry motivated by rivate profit." Among its 15 recommendations were: reation of a department of housing and urban affairs y the provincial and federal Governments; establish- ent of rent review boards on a provincial scale; recog- ition and application of subsidized mortgage rates to ake housing available to those with insufficient in- ome; participation of provincial federations and district bour councils in programs establishing co-operative ousing associations; improvement in the quality of ocial and ancillary services connected with public ousing; and creation of measures to curtail urban rawl and improve community planning.

The policy statement on pollution called on governments to enact, without further delay, "effective and enforceable legislation that will prevent ... the continuance of destructive practices which endanger our environment." Fearing that the fight against pollution could become another fad that will lose popular appeal, the committee stressed the need for a program of action. It outlined nine steps by which local unions could become actively engaged in pollution control.

A substitute resolution on Canadian water resources was sent back to the committee for stronger wording. Its main stand was against the diversion of these resources for use by non-Canadians. The convention adopted the section of the committee's report dealing with litter and pollution, which included an appeal to all affiliated unions in whose industries pollution is a problem "to seek ways and means of combatting pollution through the collective bargaining process."

A resolution submitted by the Alberta Federation of Labour called on the CLC, in co-operation with credit unions and co-operatives, to establish a national pension plan whose funds would be available for investment in low-cost mortgages and co-operative housing. It drew concurrence in principle from the committee, but with the recommendation that further study be made by the incoming executive council. The delegates supported the committee's recommendation.

The convention adopted also a substitute resolution that the federal 11 per cent tax on construction materials be abolished, and agreed on non-concurrence with a resolution calling for rent control at the municipal level.

Further legislative action approved at the convention focused on: halting the trend toward extended shopping hours; agitating for shorter workweeks; and raising the minimum wage to at least $2.50 an hour. Concurrence in principle was expressed for resolutions advocating stronger consumer protection, and making work on statutory holidays the prerogative of employees. A resolution appealing for action to provide housewives with suitable federal allowances was referred to the incoming executive pending the report of the Royal Commission on the Status of Women.

The new executive

The top executives of the CLC were returned to their posts during the convention. Some disappointment was expressed by certain delegates over the small number of women representatives in the upper echelons, particularly in view of the current drive to enhance the status of female trade unionists. Only one woman, Huguette Plamondon, of the Canadian Food and Allied Workers, was elected to the otherwise all-male executive.

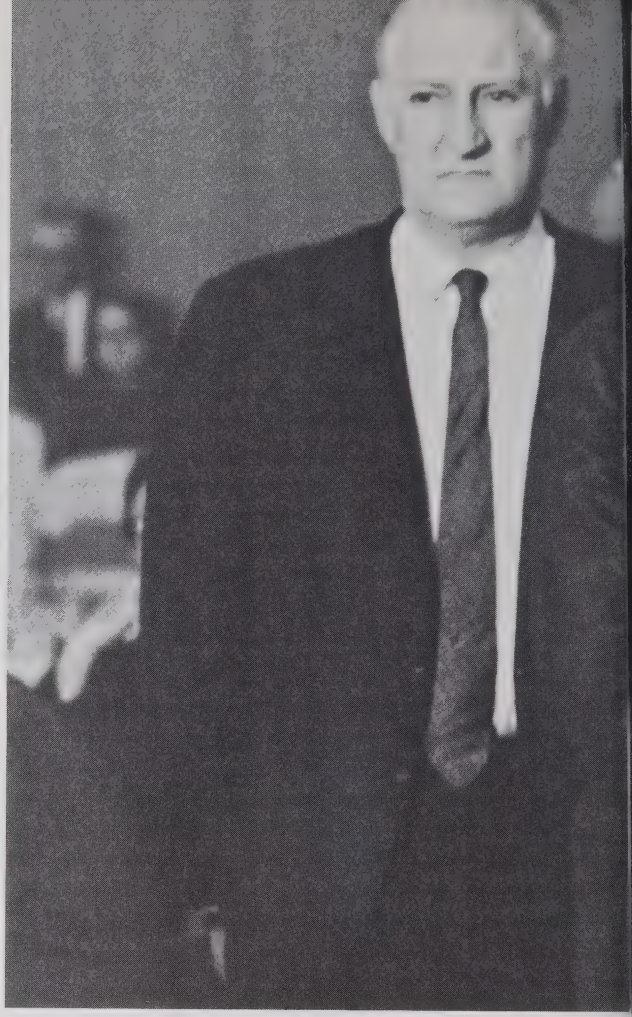
Returned by acclamation were: Donald MacDonald, IWA, President; William Dodge, CBRT, Secretary-Treasurer; and Jean Beaudry, Steelworkers, and Joseph Morris, IWA, Executive Vice-Presidents. Also re-elected by acclamation were the Congress's six General Vice-Presidents: Stanley A. Little, CUPE; Dennis McDermott, UAW; William Mahoney, Steelworkers; William Ladyman, IBEW; Y.C.W. McGregor, Railway and Steamship Clerks; and L. H. Lorrain, PSPMW.

The slate for vice-presidents at large was the only one that generated any competition. Thirteen candidates were nominated for the 10 available seats, but one nominee, Lynn Williams, Steelworkers, declined. Elected to the positions of vice-presidents at large were: Claude Edwards, PSAC; Fred Nicoll, CBRT; Huguette Plamondon, CFAW; Neil Reimer, Chemical Workers; Larry Sefton, Steelworkers; Mike Rygus, IAM; Bernard Shane, ILGW; R. R. Smeal, Flight Attendants; E. T. Staley, Carpenters; and George Watson, UTWA.

Grace Hartman, national Secretary-Treasurer of CUPE, and Josephine Hallock, Hotel and Restaurant Employees' and Bartenders' International Union, were defeated in their bids for the post of vice-president at large.

International affairs

Man's aggressiveness, hostility and indifference to the welfare of his fellow man were strongly denounced in a policy statement submitted to the convention by the committee on international affairs. The statement, which was adopted in full by the delegates, expressed remorse over failure to abate the arms race, and called for support in the declaration of a Disarmament Decade from 1970 to 1980. It placed much of the responsibility for failure to resolve world conflicts on the member nations of the United Nations who, it said, are derelict in providing it "with the necessary means and authority to carry out its peacekeeping efforts."



The statement surveyed most of the prime trouble spots in the world, and reproached those who seek to settle disputes through the use of force and violence. It urged the Government of Canada to demand "immediate cessation of activities by" and "early withdrawal of" foreign troops from Cambodia, Laos and Vietnam, and the establishment of an effective and independent peacekeeping force. It also recorded opposition to the sale to the U.S. of weapons that may be used in the Vietnam conflict.

In further calls for action, the committee appealed to the Canadian Government to urge disputants in the Middle East crisis to facilitate the establishment of a neutral ceasefire zone that would fall under U.N. supervision, and to demand the withdrawal of foreign troops from Czechoslovakia and the "return of that country's freedom and independence." In the spirit of its traditional philosophy of human justice, it continued to condemn the Government of South Africa for its application of "the inhuman policies of apartheid" and its denial, to most people, "of their elementary human rights."



In drawing up its policy on external aid, the committee urged the Government of Canada to spend at least 1 per cent of the GNP for external aid and development, to establish easier trade, fiscal and credit facilities to aid developing countries, and to increase allocations to the Soft Loan Assistance program. The committee also praised the Government's decision to reduce Canada's military commitment to NATO, and recommended increased support for the programs and activities of the International Confederation of Free Trade Unions.

Delegates approved also a number of resolutions submitted by CLC affiliates. In several of these, the AFL-CIO came under attack for withdrawing from the ICFTU and thereby weakening the effectiveness of this world trade union body. They urged Congress affiliates to make every effort to meet the financial loss incurred in the ICFTU account because of the AFL-CIO's disaffiliation, and to restore unity to the free trade union movement.

In further decisions, the convention resolved to condemn atomic testing in China and the USSR, and to get the Canadian Government to pressure the United States to cancel its projected atomic test. Unanimous approval was won also for the committee's recommendations that protests be waged aginst the U.S. Government's proposal to set up an anti-ballistic missile complex, and that action be taken to halt the development, production and stockpiling of chemical and biological weapons of war.

Government employees

Postal workers across Canada won unqualified support for their demands, and a declaration that the CLC will do everything possible to assist them in resolving their problems, when delegates approved a composite resolution recommended by the government employees' committee. Another resolution, condemning the Government of Canada for ignoring the "established ethics of collective bargaining with its own employees," was ratified as well.



Further resolutions that drew concurrence at the convention dealt with: the right to negotiate pension and retirement funds being incorporated into the Public Service Staff Relations Act respecting collective bargaining in the federal Public Service; the removal of barriers that were said to be impeding public employees from securing and exercising civil, union, and democratic rights and liberties enjoyed by other sections of the Canadian population; and a pledge by the CLC and its affiliates to support the B.C. Government Employees' Union's campaign to win collective bargaining rights for all B.C. employees.

A resolution submitted by the Atomic Energy Draftsmen, Local 1645, which would have had the effect of restricting the portability of pensions on separation from employment, was defeated by the convention, as it was not in keeping with established trade union philosophy.

Political education

Endorsement of the New Democratic Party as the political arm of the Congress was recommended by the political education committee and was carried unanimously by the 1,600-member delegation. But Dmitry Gorky, a Steelworkers delegate, challenged Congress support for the NDP by proclaiming. "It's a free country. Any man should be free to choose his own party."

Other resolutions proposed by the committee on political education dealt with international constitutions, anti-labour legislation, election days and compulsory voting. A move to get ranking officers of international unions, whose constitutions restrict their members' political affiliations, to seek amendment to such constitutions, won the full support of the delegates.

A strongly worded resolution calling on organized labou to unite whenever anti-labour legislation "rears its ugl head," and defeat politically "the enemies of Canadia working men and women," also gained concurrence. Th convention, finally, endorsed the principle that all gen eral federal and provincial election days be declare public holidays without loss of wages or salary, bu rejected a resolution urging compulsory voting in both federal and provincial elections.

General resolutions

A policy statement on broadcasting, prepared by the general resolutions committee under the chairmanship of L. H. Lorrain, Canadian Director and First International Vice-President of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, won unanimous approval from the delegates. In its statement, the committee commended the Canadian Radio-Television Commission for its progress in the area of broadcasting standards and Canadian content, expressed its support for the CBC as "a major element in Canadian broadcasting," and lashed out at the private broadcasting industry "for its socially irresponsible attitude." It strongly urged affiliated unions to support all efforts to make broadcasting in Canada "a more genuine expression of Canadian needs and interests." Some of the specific measures recommended by the committee for attaining this goal were that affiliates make known to local stations their views concerning the quality of local programs, protest any evasion of Canadian content regulations, demand development of Canadian talent in broadcasting, and report to the Commission any transfer of broadcasting control to foreign ownership.

Further resolutions submitted by the committee and carried by the convention focused on action to restore second-class mailing privileges to the periodicals of non-profit organizations, and support for the activities of California grape workers. Jerry Brown, General Representative of the United Farm Workers of America, expressed his gratitude to the CLC for its continued participation in grape boycott action, and proclaimed May 30 as National Boycott Grapes Day. The delegates rose and applauded loudly in a solid display of their support for the farm workers.

The remaining resolutions dealt with by the convention—on organization, economic policy, social security, human rights and on constitution and structure—will appear in the September issue of The Labour Gazette.

Meeting the problems of female workers

An act to provide Ontario's one million working women with equal employment opportunities has been introduced in the Ontario Legislature by Labour Minister Dalton Bales. Mr. Bales said that the Women's Equal Employment Opportunity Act will prohibit discrimination in employment against women in Ontario on the grounds of sex or marital status. The Act is the result of more than two years of intensive research into the problem of discrimination against women in Ontario, and investigation of similar legislation in other jurisdictions.

"The legislation prohibits discrimination in recruitment, hiring, training, promotion and dismissal," said Mr. Bales. "It also will cover separate male-female classifications in advertising." He said that the Bill also prevents dismissal for pregnancy and provides for maternity leave.

The Act will be administered by the Department's Women's Bureau. Director of the branch is Dr. Lita-Rose Betcherman. Dr. Betcherman is primarily interested in helping women who hang up their aprons to become part of the female labour force. Appointed director of the Bureau in September 1966, Dr. Betcherman has revised the function of the Women's Bureau from one of dispensing information to that of counselling and communications.

Dr. Betcherman combines family, social and community life with a career. She is the mother of four children ranging in age from 11 to 21. She recently received her doctorate in history from the University of Toronto, where she graduated with a Bachelor of Arts degree in 1948. She received a Master degree in 1962 from Carleton University, where she was a lecturer in history from 1961 to 1964.

Mr. Bales said that, "While the legislation is not all-inclusive, it has been especially developed to meet the problems as they exist in Ontario today and, in addition to most other employers, it is binding on the provincial Government and its agencies." He pointed out that there are two exemptions: the employer who has fewer than six employees is exempt from the Act; and firms of less than 25 employees are exempt from the maternity leave provisions.

Mr. Bales noted that, administratively, the new legislation combines features of two other pieces of legislation in the Labour Department—The Human Rights Code and The Employment Standards Act. He said that it proceeds by the complaint and conciliation method of the Code, but under the new Act, the Government can initiate complaints as it does under The Employment Standards Act. "We have provided for the same broad powers of investigation that pertain to The Employment Standards Act," he said. He added that, although this legislation is primarily intended to correct discrimination against women workers, it also protects the rights of male workers. Should a man be discriminated against in employment because of his sex or marital status, he can seek redress under the Act.

Dr. Betcherman



Anxious, discontented and angry

Reasonably happy workers can become anxious, discontented and angry when faced with unemployment, says Dr. Sidney Cobb, Department of Epidemiology, School of Public Health, Harvard University. Dr. Cobb discussed the medical aspects of unemployment at the Industrial Gerontology Seminar of the U.S. National Institute of Industrial Gerontology at Annapolis, Maryland, in April.

Dr. Cobb and his associates had studied the health status of large groups of workers in plants that were threatened with closure. With previous health records available, the study was continued through the preclosure phase, through unemployment and back to work. They found that, in the groups tested, health conditions showed dramatic change upon threat of job termination, whether this period lasted for six months, a year or two years. Among the groups tested, there was a substantial increase in uric acid secreted and in the cholesterol content of the blood. Blood pressures rose consistently in a high percentage of cases. The utilization of hospital and medical services increased, as did the use of medicine and drugs. both prescribed and otherwise.

The workers, from being a reasonably happy work force, became anxious, discontented and angry. Similar symptoms were in evidence among the wives of the workers, and there was an increase in marital problems. The pattern continued throughout the period of unemployment. When the employees were re-employed, the symptoms tended to diminish, but in many cases the damage done was permanent to some extent.

Industrial gerontology is the study of the employment and retirement problems of middle-aged and older workers—the science of aging and work—said Norman Sprague, Director, National Institute of Industrial Gerontology, National Council on the Aging, in his address to the seminar.

Industrial gerontology begins where age becomes a handicap to employment. Age discrimination in employment may start as early as 35 or 40 in some industries and occupations, and it begins to take on major

imensions at the age of 45, Mr. Sprague explained. ıdustrial gerontology is concerned with aptitude testing f the middle-aged and older workers—with their job ounselling, vocational training and placement. It is oncerned with job adjustment, assignment, re-assignıent, retention, redesign, motivation and mobility. It concerned with the transition from employment to etirement and with retirement itself. It is concerned ith retirement preparation, retirement criteria and reırement income, with public and private pension progams. Industrial gerontology draws upon economics, sychology, medicine, sociology, adult education, indusial and labour relations and management science.

anada was represented at this seminar by Ian Campell, Associate Director, Manpower Utilization Branch, epartment of Manpower and Immigration. While disussing the difficulties that unemployed mature workers equently faced in seeking jobs, Mr. Campbell pointed ut that the validity of the excuse that older workers ould not be hired because of pension plans was now educed in Canada. He attributed this largely to the ffects of the Canada Pension Plan and the Québec ension Plan, plus increased Old Age Security payıents. The ability to provide for other than a marginal xistence after retirement depended largely on the deree of successful participation in the labour force durıg the 40s and 50s.

he core of the social and economic problem of the older orker in Canada lies in the fact that once they become nemployed, middle-aged and older workers tended to emain unemployed for longer periods than younger age roups. Mr. Campbell said that, frequently, unemployed ıature workers, if they obtained employment, had to ccept jobs at a lower level than they had previously njoyed, with disastrous effects on their morale and nancial situation.

Rashelle G. Axelbank, Consultant to the U.S. National Council on the Aging, discussed the effects of long-term joblessness on the older worker. She said that the special problems of older workers are not reflected so much in their rate of unemployment as in the length of time they remain without work. They made up a disproportionately large percentage of the long-duration jobless.

It was in this respect that their experience differed so widely from that of the younger population. She explained that it made a great deal of difference to the morale of a job seeker, and to the person doing the hiring, whether the applicant had lost his job a few weeks previously or six months or more before.

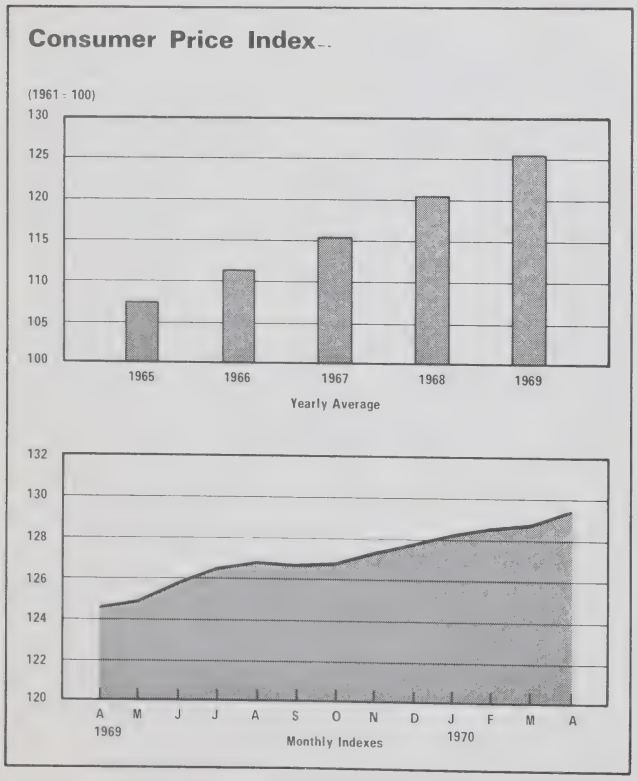
Mrs. Axelbank explained that older jobless men were, by and large, victims, not creators, of those injurious forces that accompany industrial progress. She suggested that the older job applicant was likely to be discouraged, if not cynical. She stressed the need for employment counsellors to have an understanding of those circumstances that bring an applicant to his present state. Through such understanding the counsellor would be enabled to work more sensitively and effectively with him. Early retirement may seem to offer a plausible solution for men aged 62, but it may not be the best solution in the long run. Most older applicants need jobs because they need the larger income that employment provides.

Dr. Juanita M. Kreps, Professor of Economics and Dean of the Women's College at Duke University, Durham, North Carolina, addressed the seminar on "work and leisure options." She pointed out that, at the present time, we enjoy "lumps" of leisure at the beginning and end of life's span. But because the period of usefulness of individuals in a majority of cases now extended beyond normal retirement age, she advocated the study of the possibility of distributing leisure time more equitably throughout the life span. Dr. Kreps, as were other speakers, was concerned about the growing financial burden being placed upon the middle-aged group because of the extension of the "education" period and a trend toward earlier retirement.

Price indexes

Consumer, April 1970

The consumer price index in April (1961 = 100) rose 0.6 per cent to 129.7 from 128.9 in March, and was 4.1 per cent above the April 1969 level of 124.6. The increase in the latest index from the preceding month, though only about half that for April 1969, was equivalent to the average April change for the past five years.



The food index advanced 0.8 per cent to 131.5 fro 130.5, and was 5.2 per cent higher than a year ag Higher prices for fresh fruits and vegetables, as we as for some meat items, outweighed smaller price d clines for pork, eggs and some dairy products. The were increases of 5 per cent or more for onions, turnip cabbage, tomatoes, lettuce and grapefruit. Declines we recorded for carrots, celery and bananas. The price beef rose 0.8 per cent, but was still 6.6 per cent belo the June 1969 peak. Poultry, fish and other mea showed smaller increases. Egg prices declined for th fourth consecutive month to a level 30 per cent belo their December 1969 peak.

Among dairy products, the price of fluid milk decline 0.1 per cent; average prices for ice cream, evaporate milk and processed cheese were also lower. Sugar in creased 1.3 per cent, regular coffee advanced 1.8 pe cent in contrast to instant coffee, which declined 1. per cent; and lard rose 2.3 per cent to a level 21. per cent higher than a year ago. Restaurant meals ros 0.8 per cent, equalling the rise in the food-at-hom component; but in the latest 12-month period, the advanced 6.8 per cent, compared with 5.0 per cent fo food consumed at home.

The housing index rose 0.5 per cent to 129.8 from 129.2 and was 4.9 per cent above last year's level. Increase were recorded for shelter and household operation ele ments. The home-ownership component advanced 0.9 per cent, due almost entirely to increased mortgage interest rates. Among household operation costs, the price of electricity rose 2.3 per cent because of a sub stantial increase in rates in British Columbia. Furniture household textiles and most supplies increased in price appliances, floor coverings and utensils declined slightly

The clothing index rose 0.6 per cent to 126.8. Men's wear prices advanced 1.1 per cent, reflecting increases on all items except dress shirts and some underwear. Women's wear prices increased 0.5 per cent, with most increases restricted to outerwear items. Prices for footwear advanced 1.0 per cent, but piece goods and clothing services remained unchanged. There was a decrease of 0.2 per cent in the prices of children's wear.

The transportation index rose 0.5 per cent to 124.6 from 124.0. Most of the increase was because of an advance in travel and local transportation components. The automobile operation component rose 0.1 per cent, reflecting minor advances for insurance and motor oil.

The health and personal care index increased 1.2 per cent to 139.3 from 137.7. Increased dentists' fees and higher doctors' and optical care fees in non-medicare provinces accounted for most of the rise. There were higher prices for most toiletry items.

The recreation and reading index advanced 0.1 per cent to 129.6 from 129.5, with slight increases for portable television sets and phonograph records.

City consumer, April 1970

Between March and April, consumer price indexes (1961 = 100) advanced in all regional cities and city combinations, with the exception of Saskatoon-Regina, where it was unchanged. The increases ranged from 0.2 per cent in Toronto to 1.1 per cent in Vancouver.

Food prices rose in all cities, reflecting higher prices for most fresh produce and beef items. Increased rents and higher prices for household operation items were mainly responsible for housing advancing in all provinces. Clothing indexes increased in eight cities, remaining unchanged in St. John's and Edmonton-Calgary. Health and personal care components increased in all cities and city combinations, partially as a result of higher professional fees. Indexes for transportation, and for recreation and reading, registered mixed movements. Tobacco and alcohol components were unchanged.

Regional consumer price index changes between March and April were: Vancouver +1.3 to 123.1; Winnipeg +.9 to 127.1; Halifax +.7 to 124.5; Edmonton-Calgary +.7 to 124.7; Ottawa +.6 to 127.6; Montreal +.5 to 124.7; St. John's +.4 to 122.4; Saint John +.4 to 123.5; Toronto +.3 to 127.5; Saskatoon-Regina unchanged at 122.1.

Wholesale, April 1970

The general wholesale index (1935-39 = 100) was 289.5 in April, unchanged from March, and 2.7 per cent higher than the April 1969 index of 281.8. Six of the eight major group indexes were higher, and two declined.

The wood products group index moved up 1.3 per cent to 383.1 from 378.1 on higher prices for fir, spruce and wood pulp. Increases of 0.3 per cent or less occurred in five major group indexes: textile products to 258.1 from 257.5; iron products to 305.8 from 305.1; chemical products to 224.3 from 223.8; non-ferrous metals products to 294.8 from 294.5; and non-metallic minerals products to 214.4 from 213.7.

The animal products group index moved down 1.6 per cent to 331.7 from 337.2 on price decreases for livestock, fresh and cured meats, eggs, and fishery products. A decline of 0.3 per cent to 238.1 from 238.7 in the vegetable products group index reflected lower prices for tea, coffee, cocoa, grains and fresh fruits.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.1 per cent to 276.3 from 276.6 in the three-week period April 3 to 24. The animal products index decreased 0.8 per cent to 361.4 from 364.4. The field products index advanced 1.3 per cent to 191.2 from 188.8.

U.S. consumer, April 1970

The United States consumer price index (1957-59 = 100) increased 0.6 per cent to 134.0 from 133.2 in March, and was 6 per cent higher than a year ago. On a seasonally adjusted basis, the increase was 0.5 per cent.

Prices of food bought in grocery stores averaged unchanged as a further sharp decline in egg prices and a seasonal decline in pork prices offset higher prices for many other kinds of food. All of the April advance in food was because of higher prices for restaurant meals and snacks.

Prices for consumer services continued to rise, increasing by 0.7 per cent, but this was below the 1.1 per cent advance in March. Costs for services associated with housing, particularly residential property taxes, mortgage interest, and utilities, continued to register the most important increases. The rise in prices of transportation services advanced noticeably, mainly because of increases for auto insurance premiums and parking fees. Charges for medical care services were higher, but less than in March.

Unemployment insurance report

A total of 202,764 initial and renewal claims were filed in Canada in March 1970, an increase of 1,940, or 1 per cent, over the previous month, and an increase of 44,328, or 28 per cent, over the same month last year.

With the exeption of Prince Edward Island, Nova Scotia and Ontario, all provinces experienced increases in the number of claims filed in March compared with the previous month. Although the number of claims filed in Ontario during March of this year was 29,922, or 61 per cent, higher than the number filed in March of 1969, the reduction of 3,187, or 4 per cent, in the number of claims filed in March would, when compared with February, tend to indicate a lessening in the tightness of the labour market. It is of interest to note that for several months, the number of claims filed in the Atlantic provinces has been substantially lower, with few exceptions, than the equivalent levels for March 1969.

A comparison of initial and renewal claim activity indicates that the present labour market is adversely affecting those claimants who have been unemployed for some time. Compared with April, the initial claims in March decreased by 9,407, or 6 per cent, while renewal claims increased by 11,347, or 25 per cent. With the exception of Nova Scotia and Quebec, all provinces experienced increases in the level of renewals of at least 21 per cent. In March 1969, only one province experienced an increase in renewal claims in excess of 21 per cent over the preceding month. In absolute terms, the number of renewals filed in March 1970, when compared with, the total in March 1969, increased by 22,646, or 66 per cent, and initial claims increased by 21,682, or 17 per cent.

Although the rate of increase of the claimant count, month over month, drcreased from 5 per cent in February to 2 per cent in March, the March 31 claimant count of 705,145 was 19 per cent higher than that at the end of the same month last year. For the first three months of 1970, males have been a declining proportion of the month-over-month increase in the claimant population, yet their numbers as a proportion of the total claimant population have remained approximately constant at 72 per cent.

Compared with the claimant count on February 27, 1970, this count was from 3 per cent to 9 per cent lower in the Atlantic provinces and Manitoba, and marginally higher in all other provinces.

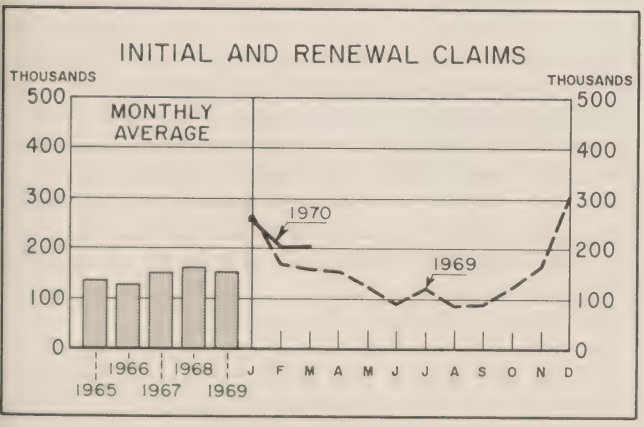
The claimant population as measured at March 31, 1970, had been on claim longer, on average, than the same population measured at the end of March 1969. In March 1970, 40.0 per cent of the claimants had been on claim 14 weeks or longer whereas in March 1969, 37.4 per cent of the population was in the latter group. The difference is most notable for those claimants on claim 27 weeks or more; 11.0 per cent in this group this March as compared with 7.4 per cent in the same group last March.

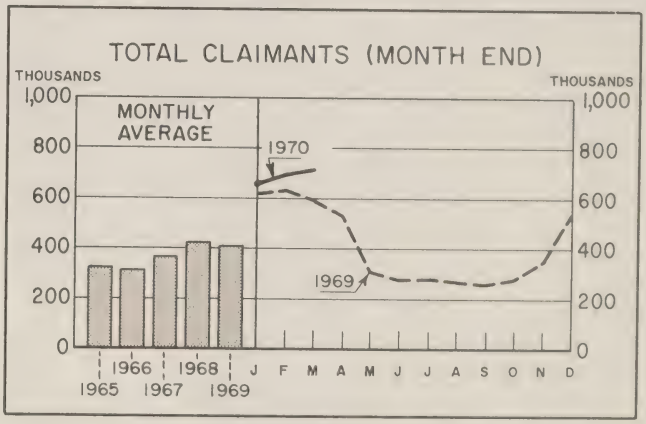
Summary Table

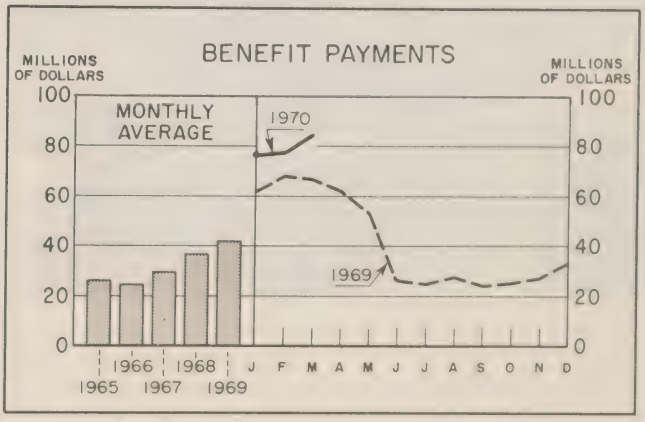
Activity	March 1970	February 1970	March 1969	Cumulative Data: Jan. to March 1970	Cumulative Data: 12 months ending March 1970
		(in thousands)			
Insured population at end of month	—	5,715	5,546	—	—
Initial and renewal claims filed:					
Total	203	201	158	670	1,930
Initial	146	155	124	513	1,451
Renewal	57	46	34	157	479
Claimants currently reporting to local offices	705	694	594	686*	428*
Beneficiaries (weekly average)	528	549	526	542*	313*
Weeks compensated	2,376	2,196	2,105	6,770	16,248
Benefit paid	84,019	77,632	66,441	223,152	542,070
Average weekly benefit	$35.36	$35.34	$31.57	$32.96	$33.36

* Monthly average.

The average number of beneficiairies a week during March 1970 was estimated to be 528,000, a decrease of 3.8 per cent from the previous month's estimate of 549,100, but an increase of 0.4 per cent from the estimate of 526,100 for the same month of last year. Benefit payments totalled $84,000,000 in March 1970 compared with $77,600,000 in February and $66,400,000 in March 1969. Average weekly benefit paid in March was $35.36, marginally higher than the $35.34 paid in February and substantially higher than the $31.57 paid in March 1969.









Legal decisions



Court cases involving the rights of the individual union member within a union are becoming more frequent. The Manitoba Court of Queen's Bench found that a paid union official was wrongfully dismissed from his position as a result of a union trial that was not held in accordance with the union constitution and the rules of natural justice.

In British Columbia, the Supreme Court decided that when a union member who actively supports a rival union is alleged to have breached company rules, his exclusive bargaining agent has a duty to represent him fairly in the grievance procedure.

Manitoba Court of Queen's Bench

The only full-time paid position on the executive of a Winnipeg local of the International Brotherhood of Boilermakers was that combining the duties of secretary-treasurer and business manager. In March 1967, a man named Evaskow, who had been with the local for 10 years, and who had held executive offices in the local, was elected to a two-year term as secretary-treasurer and business manager. Four months after his election, he was charged by trustees of the local with violation of the union constitution.

The constitutional provisions cited were those regarding: violation of any provision of the union constitution; failure to perform duties or functions set out in the constitution; engagement in any activity or course of conduct contrary or detrimental to the welfare or best interest of the union; and engagement in or fomenting any acts or course of conduct inconsistent with the duties, obligations and fealty of trade union members, and in violation of sound trade union principles. **Specifically, it was alleged that Evaskow had been found sleeping in the local office late one afternoon, and had therefore failed to carry out his duties and responsibilities. It was alleged also that, on another occasion, after ordering the local's office secretary to "vacate" the local office, he had telephoned the Winnipeg police to seek her eviction, thereby engaging in conduct contrary and detrimental to the welfare and best interests of the union and the local.** A copy of the charges was sent to the international president in Kansas City.

When the first charge was examined by Mr. Justice Matas, of the Manitoba Court of Queen's Bench. Evaskow explained that his job quite often required him to be up late at night and that he would sometimes doze at his desk if there were no pressing matters to attend to. He denied being asleep on the afternoon in question. One of the trustees bringing the charges said, on examination, that he did not regard the matter as serious,

especially in the light of the hours worked by Evaskow. The offence was not raised at a general meeting of the local held a few weeks after the incident; and nothing further was heard of the complaint until the charges were filed early in August.

Examination of the second charged revealed that Evaskow did not get along well with the local's office secretary, an employee of the local for 13 years. Although under the constitution the business manager had jurisdiction over office staff, the secretary accepted direction from the local's president and from the union's International Vice-President for Western Canada, Donald Whan. Evaskow found the secretary's work unsatisfactory, and intimated that he would have to let her go. She said that she had sent a notice of resignation to the local president and to Whan. On July 13, 1967, Evaskow fired her after she had refused to carry out his instructions. The firing was discussed at a general meeting of the local on July 15, and a motion to close the matter was passed. The real complaint of those who later made charges against Evaskow was not that the local's secretary had been fired, but that Evaskow had called the police to the local office when she refused to leave.

A few days after the firing, a meeting of the local's executive was held with Mr. Whan in attendance. The firing was discussed and, Evaskow was asked to resign. Telling the executive that he would think it over, he later advised that he would not resign. Most of the executive members worked at that time on the same job site, and they held a series of meetings to discuss Evaskow, his position with the union, and the procedure to be followed in having him removed from office.

In the latter part of July, Evaskow laid charges against the local's president, vice-president and a trustee. The charges were rejected by the union's international president, who advised that charges must make specific reference to the union constitution, and state clearly the actual occurence, including time and place, that allegedly consituted an offence or violation. On August 2, the two charges against Evaskow were laid.

It was admitted before Mr. Justice Matas that an assistant to Whan was helpful in preparing the written charges and in advising on the procedures to be followed. On August 8, members of the local charged the local president, vice-president and trustee; the next day, Evaskow charged the local vice-president and the trustee with violations of the constitution. Ten days later, the international president ruled these charges invalid. In the meantime, Evaskow charged the local president with non-payment of dues, purported to suspend him from membership, and told the president's employer that the man was no longer a member in good standing. At the end of August, the international president, have had a report from Whan, ordered Evaskow to give the local president receipts for dues and to "cease and desist" preventing the local president from carrying out his duties.

As for the two charges against Evaskow, the union's International Vice-President for Eastern Canada, John Carroll, following constitutional provisions, notified Evaskow of an informal hearing and of a trial, if necessary. At the hearing, held in Winnipeg on August 21, and chaired by Carroll, Evaskow said that he was not guilty of the charges. He was asked if he wished to sign the charges, presumably to acknowledge their validity, and to resign. Evaskow told them that, if that was all they wanted, he was not interested in continuing the discussion, and he left.

The union constitution requires a "sincere effort" be made "to resolve the dispute at this point." Mr. Justice Matas found that no such effort was made. After the hearing, the parties to the dispute and other members of the local went to a beverage room in the hotel. Words were exchanged, the situation deteriorated, and there was a slight altercation between Whan and Evaskow in the hotel parking lot. These events, Mr. Justice Matas said, were not conducive to a fair trial being held the next day. Whan testified in court that, during that same evening, he had spoken to Carroll, expressing his displeasure at the fact that police had been called into the local's office by Evaskow.

At the union trial the next day, Evaskow pleaded "not guilty." Those who claimed to have found him sleeping gave evidence and were cross-examined. The secretary who had been fired was not called to give testimony. Evaskow called two character witnesses. Evidence was introduced of a complaint concerning Evaskow's conduct at a local meeting on August 19, although no notice of this alleged violation of the constitution had been given to him, as was required by the constitution; Evaskow objected to this evidence being heard. Although he was permitted to cross-examine, Evaskow's freedom to do so was restricted several times by Carroll, who was conducting the trial.

Carroll concluded that Evaskow had violated the constitution as charged, and also concluded, on the basis of the evidence introduced without notice, that Evaskow was responsible for disruption of the local meeting on August 19. A report and transcript of the trial were sent to the international president by Carroll. It was recommended that Evaskow be removed from his office and suspended from the right to run for office or represent the local in any manner. Because of the disruption

of the local meeting, it was recommended that Evaskow's right to attend local meetings be suspended for two years. The international president concurred in, and the union's Executive Council voted in favour of, these findings and recommendations.

For Mr. Justice Matas, the question to be decided was whether the union trial had been held in accordance with the union constitution and the rules of natural justice. He found that the absence of a sincere effort to resolve the dispute, the altercation on the evening before the trial, the comment by Whan to Carroll on that same evening about Evaskow's calling in the police, the introduction to the trial of evidence concerning an alleged violation of the constitution without notice, and the restrictions on Evaskow's right to cross-examine witnesses resulted in a union trial that was contrary to natural justice. Carroll's actions and his report, the international president's concurrence, and the action of the Executive Council associated the union with the contravention of its own constitution and contravention of the precepts of natural justice. The executive council's decision was invalid, and the mesures taken against Evaskow were wrong.

The individuals concerned with taking action against Evaskow were found to have conspired to bring about his removal from office, and to deprive him of his privileges as a member in good standing of the local. Removing him by vote of the membership did not seem a likely solution, for there was evidence that Evaskow had general support from local members. Unable to carry out their intent by proper means, the local officials, with the assistance of Whan, used the method of filing misleading charges. The nature of the charges themselves indicated the lack of good faith. Because a conspiracy may be legally actionable if either the ends or the means, or both, are unlawful, Mr. Justice Matas found that Evaskow was entitled to damages. **Evaskow v. International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers et al.,** decided April 7, 1969, 60 CLLC, para. 14,182; [1969] 4 DLR (3d), p. 684.

B.C. Supreme Court

Starting in the mid 1960s, there was a bitter jurisdictional dispute between the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, long dominant in the British Columbia pulp and paper industry, and the Pulp and Paper Workers of Canada, formed by breakaway elements. The Canadian union had made substantial inroads into the international union's jurisdiction and had succeeded in taking away the international's certification for a mill in Nanaimo, B.C.

In the summer of 1967, Felix Fisher, a worker at a Alberni mill for which a local of the international unio was certified, was known to be an active supporter o the Canadian union. Late in July, the Acting Presiden of the international's local, Spencer, appointed thre members of the local to look into charges against Fisher but the committee found that none of the charges would support any action against him The chairman of the committee then became aware of a conversation between Fisher and a fellow worker, and this worker, upon being asked, agreed to lay a charge that Fisher had in their conversation, violated the international union's constitution and by-laws by referring to the union and its officers as "liars and crooks," and had violated his oath of allegiance to the international by "attempting to subvert" the worker's faith away from the international union. The committee chairman, in a notice written on the local's letterhead, ordered Fisher to appear at a hearing on August 2 and to show why he should not be found guilty and disciplined under the union constitution.

Fisher received the notice and a copy of the charges while at work on the day shift of July 31. About 8 o'clock that evening he returned to the mill and was given permission by the security guard to go into the locker room to get car keys that he said he had inadvertently left there. The company had a system of written passes for entry to the mill, but the practice had developed with the guards of allowing employees to go, with verbal permission only, into the locker room, which was located just past the time clocks. After getting his keys, Fisher went further into the mill where he came upon the chairman and a member of the investigating committee who were sitting with other workers on lunch break. **There was a brief conversation, then Fisher left the mill. At 8:20 p.m., the committee chairman telephoned Spencer to complain that Fisher had attempted to intimidate him and the other committee member, and after their shift, the two went to Spencer's home and reported the incident.** Spencer assured them that he would do something about the matter; he did not ask Fisher or the other workers who witnessed the incident for their accounts of the incident, nor did he communicate with Fisher for the next seven days.

The next morning, just as he was about to leave a meeting with the personnel manager, after having vacillated over what to do about the matter, Spencer raised the incident of the previous evening. Questioned by the personnel manager, he spoke of a "ruckus" in the mill involving some employees and Fisher. The personnel manager called in the two committee members involved.



Brought to the personnel office that afternoon, Fisher asked that discussions be deferred until union representatives were present and, when a shop steward and the acting chairman of the local's standing committee came, the personnel manager charged Fisher with entering the mill without permission and disturbing employees. When told that Fisher had permission to enter the mill, the personnel manager was surprised, but he suspended Fisher pending a union-management meeting set for the next day, August 2. At that meeting, the first stage of the grievance procedure, a company spokesman, referring to misconduct alleged against Fisher on previous occasions, told him that he was dismissed.

Charges against Fisher within the union were heard the same day. The investigating committee concluded that Fisher was guilty as charged but, Fisher having been dismissed by the company, it recommended that action against him be deferred until he again came within the union's jurisdiction. This report came before the meeting of the local in October and, although at that time it was ruled out of order and rejected on the grounds that the investigating committee had not been constitutionally established, Spencer claimed in court that the report had been accepted at the local's November meeting.

On August 3, the second stage of the grievance procedure was fulfilled when, at a meeting of the local and management standing committees, which Fisher did not attend, **the union representatives requested the reasons for Fisher's dismissal. The company stated that Fisher had got past the guard without a mill pass through deceitful methods, and had, during the time he was in the mill, accosted two fellow workmen, become provocative and argumentative and, in so doing, created a disturbance.** The company said that, because he had been previously warned about breaking company rules, and had been subject to frequent disciplinary action, Fisher had been told that he was an undesirable employee and was dismissed. The union and management representatives noted each other's position, and the union advised that they wished to go to the third stage.

The third stage, involving referral of the grievance to the resident manager of the mill and the local, took place on August 4; Fisher was not present. In the minutes kept by the company but signed by Spencer, the union was recorded to have "noted management's comments." The company representative restated that Fisher had been an undesirable employee whose most recent actions could not be tolerated. The dismissal of Fisher was upheld.

The fourth stage in the grievance procedure is referral to the union's international president and a company official, neither of whom has previously judged the case; this would be done upon the written request of either the resident manager of the mill or the local. The fourth step was never taken. Spencer and two members of the local's standing committee testified in court that, in their opinion, there was no hope of success in carrying the case any further. When Fisher went to the local's office on August 7 he happened to meet Spencer and a shop steward, and they discussed the matter of taking further steps in his case.

Spencer explained the case to an official at the union's Vancouver office in a telephone call. The official discouraged the idea of carrying the grievance to arbitration, pointing out the expense involved, and stating that that step should be taken by the local. That same day, Spencer and the local's secretary signed and sent a letter on the local's letterhead notifying other locals of the union that Fisher had been dismissed for disobedience of company rules, and that charges under the union constitution had been pending against him at the time of his dismissal.

Fisher took legal action. Before Mr. Justice Macdonald of the B.C. Supreme Court, it was argued that Spencer owed a duty on behalf of the local to listen fairly and in good faith to Fisher before acting on the report that Fisher had entered the mill and disturbed employees and, alternatively, that Spencer owed a duty to Fisher not to communicate this report to the company, which resulted in the dismissal of Fisher.

Mr. Justice Macdonald found that Fisher had gone to the mill on the evening of July 31 with the sole purpose of facing the members of the union committee investigating charges against him. His account of having left car keys in his locker was simply a pretext to gain entry to the mill. Fisher had been excited and angry and somewhat threatening in his demeanor when he met the two committee members.

The question to be asked in resolving the first argument was: "What duty in law did Spencer owe to Fisher when acting in the course of his office as acting president of the local?" Not being aware of any Canadian decisions in which such a duty was defined, Mr. Justice Macdonald referred to decisions of the United States Supreme Court. In **Vaca et al. v. Sipes,** 386 U.S. 177, it was said that an exclusive bargaining agent of employees has a statutory duty to represent fairly all the employees both in collective bargaining **(Ford Motor C. v. Hoffman,** 345 U.S. 330) and in its enforcement of the resulting agreement **(Humphrey et al. v. Moore,** 375 U.S. 335).

This duty was developed in a series of cases involving racial discrimination by unions certified as exclusive agents. Under this doctrine, the exclusive agent's statutory authority to represent all members of a unit includes a statutory obligation to serve the interests of all members without hostility or discrimination toward any, to exercise discretion with complete good faith and honesty, and to avoid arbitrary conduct. The applicability of the U.S. decisions in this case would be based on the provision in the B.C. Labour Relations Act under which the local in the case at bar was certified as exclusive bargaining agent for a unit of employees, including Fisher.

Mr. Justice Macdonald took into account that Spencer owed a duty to represent fairly, not only Fisher, but also the members of the investigating committee who regarded themselves as having been threatened by Fisher. Spencer believed that Fisher had permission to be in the mill, so there would be no reason for him to think that anything he might report to the company would result in trouble for Fisher; but Spencer must have known that reporting the incident would involve Fisher in some trouble which, not necessarily but possibly, might result in dismissal. Spencer knew that Fisher had been given a warning slip by the company earlier in the year. **Mr. Justice Macdonald concluded that it had not been established that Spencer breached a duty when he reported the incident to the company.**

The second argument on Fisher's behalf was that the local was under a duty implied by law to represent Fisher fairly at every stage of the grievance procedure, including arbitration, and, alternatively, that the local was Fisher's agent and so owed him a duty to use its best endeavours to obtain for him reinstatement in his employment; these duties, it was claimed, had been breached so that Fisher lost the opportunity to obtain reinstatement.

The standards of a professional advocate could not be imposed on the union officials involved, Mr. Justice Macdonald said; these were simply men employed at the mill who happened at the time to be elected to office. He was of the opinion, however, that there had been a failure of duty. All but one of the officials who appeared on Fisher's behalf in the grievance procedure were hostile to Fisher; they were all anxious to see Fisher, supporter of the rival Canadian union, out of the mill. No attempt was made in the second and third stages of the grievance to obtain, and lay before the company, Fisher's account of what had happened and his explanation of the incident; nor were the other workers who witnessed the incident interviewed. A defence of Fisher was never put up; he was, in effect, pleaded guilty at the outset, and the union officials made argument only concerning the severity of the penalty. Mr. Justice Macdonald recognized that the union officials might well have been overwhelmed by the formidable list of past misconducts alleged against Fisher.

In the Vaca v. Sipes case it was said that, "in administering the grievance and arbitration machinery as statutory agent of the employees, a union must, in good faith and in a non-arbitrary manner, make decisions as to the merits of particular grievances." **Mr. Justice Macdonald found that the local did not make a decision on the merits of Fisher's grievance in a non-arbitrary manner, and he concluded that the local had breached a duty to represent Fisher fairly. Fisher v. Pemberton et al.,** decided July 25, 1969, [1970] 8 D.L.R. (3d), p. 521; 70 CLLC, para. 14,027.

Recent regulations

The Québec Construction Industry Labour Relations Act, which went into force on December 18, 1968, established a new system of collective bargaining for the construction industry. Associations of employers and employees recognized by the Act as representative for bargaining purposes are required to negotiate a collective agreement determining conditions of employment for all construction trades and occupations in a given territory, with a view to the adoption of a decree.

The Act provided for the establishment of a joint advisory commission, with a representative of the Department of Labour and Manpower as chairman, to make recommendations to the Minister regarding specified matters, including job security in the industry.

The Act provided further that regulations were to be made following the recommendations of the joint commission with respect to job security, and that no collective agreement made after the coming into force of the Act was to contain any provisions respecting placement.

Job security was a major issue in the first round of collective bargaining, which lasted for eight months. The CNTU refused to sign a collective agreement without the acceptance by all parties of the principle of compulsory union hiring halls. The CNTU veto prevented renewal of the agreements for several months, and led to strikes in Québec City and other regions of the Province.

The agreement signed by all the representative associations on July 10, 1969, which led to the adoption of decrees gazetted on October 27, provided that the joint advisory commission should study the problem of job security in the industry, taking into account certain principles agreed upon by the parties. It was provided that a new job security system was to be adopted not later than April 30, to take effect on the expiration of the decrees on May 1 and their replacement by new decrees. (Agreement was not reached in the negotiations for a second collective agreement by May 1, and the decrees regulating working conditions in 15 regions of the province expired, five on May 1 and 10 on May 9, the date of publication of the notice of abrogation in the Québec Official Gazette. Unions seeking renewal of their contracts and wage increases went on strike in Montreal and other areas. Following further negotiations, the parties were able to reach an agreement at the end of the third week of May, and work was resumed. A minimum wage order was adopted, effective May 30, to remain in force until November 10, continuing in effect provisions formerly made obligatory by the decrees concerning wages, working hours, vacations, general holidays and social security.)

Since the joint advisory commission was unable to reach a unanimous decision, the question was referred to the arbitrator named in the decrees, Judge Allen B. Gold.

Based on Judge Gold's recommendations, a general regulation respecting job security in the construction industry (O.C. 1975) was gazetted on May 2 and became effective on that date.

The job security system recommended by Judge Gold and incorporated in the regulation is based on the principle that priority in hiring should be given to permanent workers in the industry, as opposed to those who take temporary employment as construction workers, though employed in other occupations. Thus, workers are classified as permanent (professional), reservist (non-professional) and regular (employees who have worked for one employer), and priority in employment is to be given to permanent employees in each of the regions governed by a decree. Fundamental to the system is the compulsory registration of all workers and all employers in the industry. In preparation for the introduction of the new system, the Department requested that construction workers throughout the Province register with provincial Manpower Centres in the month of February, and a large proportion of workers registered.

For purposes of the regulation, employees are divided into three main classifications: permanent, reservist and regular. A regular employee may be either a provincial or regional employee. The status of an employee is determined by the number of hours he has been employed in the industry during the previous year or in the past three years, and his competency.

A permanent employee (professional) is one who has worked in the construction industry in the Province at least 800 hours during the previous year, or 2,400 hours during the past three years, has no other full-time employment, and holds a certificate of competency or classification, if such a certificate is required for his occupation.

A reservist (non-professional) is a person who has worked in the construction industry in the Province less than 800 hours during the previous year, or less than 2,400 hours during the past three years, has no full-time employment elsewhere, and holds a competency or classification certificate, if required.

A regular employee is one whose employment in the industry has been with one employer during the previous year or over a three-year period. The provincial regular employee is one who has worked for the same employer throughout the Province for 1,500 hours during the previous year, or 4,500 hours during the past three years. A regional regular employee, provided that he has no full-time employment elsewhere, is one who has worked for the same employer within the limits of his region 800 hours during the previous year, or 2,400 hours during the past three years.

Under the regulation, every employer and employee in the industry must register with the Manpower Centre. Manpower Centres, which are under the jurisdiction of the Department of Labour and Manpower, operate regionally and locally. The Department issues to each worker a free identification card. This card, which must be renewed annually on its anniversary date, provides the employment agency as well as the eventual employer with complete data as to the holder, thus facilitating control and hiring of manpower. Any time the employee goes to an employment agency to register as unemployed or to obtain employment, he must be in possession of his card.

Employers may hire their regular employees directly, after notifying the Manpower Centre. Provincial regular employees must be employed for province-wide work, and regional regular employees for work in the region. Permanent employees may be hired through Manpower Centres or union hiring halls. Reservists may be hired only through Manpower Centres.

The Manpower Branch of the Department is to provide the employment agencies (Manpower Centres and union hiring halls) with a list of available workers that contains pertinent data about each employee. The list is to be issued weekly and updated daily. A central information bank has been set up in the Department as an information medium on job security, and it is to make a daily analysis of data received from the employment agencies. Hiring criteria to be observed, in order of importance, are: the employee's field of competence; his status (regular, permanent, reservist); his region; and his unemployment seniority. An employee may be considered as permanent or reservist in only one region—that is, the region of his choice.

Employment agencies must observe the following order of employment priority: 1) permanent employees of the region where the work is being done; and 2) permanent employees of other regions who register with the employment agency and declare themselves available for work in one or more regions.

If more workers are required, reservists may be hired—but, as indicated above, only through Manpower Centres. The Manpower Centre is to give reservists temporary working permits valid for the duration of the construction project. **The order of priority in hiring is: 1) reservists of the region where the work is being carried out; 2) reservists of other regions who have made their availability known to Manpower Centres; and 3) reservists who have worked the greatest number of hours, due regard being taken of their competence for the work.**

An employer who employs a reservist without a valid work permit is subject to penalty. Once a reservist is hired through proper channels, and holds a work permit, he may not be replaced by a permanent employee. In case of a dismissal at the job site, reservists are to be dismissed first, in the reverse order of their hiring.

An employee has the right to refuse any employment without loss of employment priority. If an employer refuses to hire a person referred to him by a Manpower Centre or a union hiring hall, he must justify his position in writing, if requested to do so. If the refusal is found to be unjustified, he must compensate the employee.

The hours worked by each employee are to be compiled by the Department from the report filed with the Pension Board in respect of the pension fund. The Department is required to carry out a yearly audit of the hours worked, in order to determine the status of the employee.

To supervise the application of the regulation and the operation of "quantitative control" in the industry, a multipartite commission is to be established, consisting of three departmental representatives designated by the Minister, six employer representatives and six union representatives. The commission will be given authority to deal with questions involving employee status. For example, it may credit an employee who has not worked the number of hours required to maintain his status as a permanent or regular employee with hours worked in another province or country, on submission of acceptable proof of such work. It may also recommend to the Minister improvements in the job security scheme. In order not to displace persons currently employed, the regulation is to go into force progressively, as employees report to an employment agency.

Employment fatalities

First quarter, 1970

Initial reports to the Department of Labour indicate that there were 153 employment fatalities in Canadian industry during the first quarter of 1970. This compares with the final total of 256 fatalities that were reported for the first quarter of 1969 (L. G., Aug. 1969, p. 465). In the fourth quarter of 1969, the revised figures indicate that there were 268 employment fatalities, 93 more than the previously published total of 175 (L. G., Feb., p. 368).

During the first quarter of 1970, four multi-fatality accidents were reported, resulting in death to nine workmen. Included in these figures are the following: two workmen were killed when an oil tank exploded in Sprague, Man.; two seamen died when they were swept overboard from a fishing vessel off the coast of Newfoundland; two workmen in Cold River, B.C., were killed when the back of a dump truck flipped over and hit them; in Hope, B.C., six persons were killed in an airplane crash; however, only three of them were classified as workmen covered by Workmen's Compensation legislation.

Of the 153 fatalities, the largest number, 34 or 22.2 per cent, occurred in the manufacturing industry (see Table H, p. 612 for complete statistics). Also, 28 fatalities occurred in mining, 25 in construction, 24 in forestry, 23 in transportation, seven in service, six in public administration, three in fishing, two in trade, and one in agriculture. There were no fatalities recorded in the finance industry.

Table H indicates also that, for the five age groupes analysed: 40.5 per cent of the fatalities occurred in the 25-44 age group; 30.7 per cent in the 45-64 group; 15.0 per cent in the 20-24 group; 5.9 per cent in the 14-19 group; and 7.9 per cent in the 65-and-over age group.

The occupational group of craftsmen incurred the largest number of fatalities, with 46 or 30.1 per cent of the total. The smallest number occurred in the professional group and farmers group, both with 0.6 per cent of the total or one fatality.

Most of the reported accidents were the result of an employee being struck by an object. Forty-four or 28.8 per cent of the total number of fatalities occurred in this way. Twenty-nine or 19.0 per cent were the result of falls and slips; and 28 or 18.3 per cent were the result of collisions or derailments. The least number of accidents resulted from over-exertion, with only one or 0.6 per cent of the total. There were no fatalities attributed to the striking-against type of accident.

Preliminary figures show also that fatalities by province were as follows: three in Newfoundland, none in Prince Edward Island, six in Nova Scotia, six in New Brunswick, 10 in Quebec, 51 in Ontario, 11 in Manitoba, two in Saskatchewan, 26 in Alberta, and 38 in British Columbia. Final figures for the first quarter of 1970 will be published in the November edition of the Labour Gazette.

Certification before the CLRB

The Canada Labour Relations Board met for two days during May. It granted four applications for certification, rejected three, ordered three representation votes, and allowed the withdrawal of one application for certification. During the month, the Board received fourteen applications for certification and two applications for revocation of certification.

Applications for certification granted

International Association of Machinists and Aerospace Workers, on behalf of a unit of employees servicing aircraft employed by Genaire (1961) Limited, Malton, Ont. (L. G., May, p. 372). Certain employees affected had contested the application.

The Letter Carriers' Union of Canada, on behalf of a unit of mail couriers employed by Ryan Trucking and Terminal Limited, Winnipeg, Man. (L. G., May, p. 372).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Compagnie Radiodiffusion CKCH de Hull Limitée, Hull, Qué. (L. G., July, p. 508).

Le Syndicat National des Débardeurs de la Baie Ha! Ha! Inc., on behalf of a unit of gatemen employed by Saguenay Terminals Ltd., Port-Alfred, Qué. (L. G., July, p. 508).

Applications for certification rejected

Canadian Wire Service Guild, Local 213, American Newspaper Guild, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (clerical employees, Ottawa area offices), and Association of Radio and Television Employees of Canada, intervener (L. G., May, p. 372).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (clerical employees, Newfoundland regional offices), and Association of Radio and Television Employees of Canada, intervener. (L. G., May, p. 372).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (clerical employees, Toronto regional offices), and Association of Radio and Television Employees of Canada, intervener. (L. G., May, p. 372).

Reasons for judgment covering rejection of the three applications above, were published as Supplement No. 4, 1970.

Representation votes ordered

International Union of Operating Engineers, Local 115, applicant, The City of Whitehorse, Whitehorse, Y.T., respondent, and Canadian Union of Public Employees, intervener. (L. G., May, p. 372). The name of the applicant only will appear on the ballot. (Returning Officer: A. A. Franklin).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, applicant, and Canadian National Railways, Montreal, Qué., respondent (Clerks, Roadcruiser Service, Nfld), (L. G., June, p. 442) (Returning Officer: W. J. Gillies).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, Canadian Pacific Railway Company, Montreal, Qué., respondent (mobile supervisors), John M. Pinkham, George H. Steininger, and various other individual employees, interveners. (L. G., March P. 221). (Returning Officer: G. A. Plante).

Application for certification withdrawn

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Expressway Transport, Burnaby, B.C. (L. G., July p. 508).

Applications for certification received

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of sales clerks employed by Builders Supplyland (Division of Stratford Motel (Yukon) Ltd.), Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

United Steelworkers of America, on behalf of a unit of employees of Agnew Lake Mines Limited, Espanola, Ont. (Investigating Officer: K. Hulse).

Amalgamated Transit Union, Division 107, on behalf of a unit of employees of Charterways Co. Limited-Mississauga Transit System, Mississauga, Ont. (Investigating Officer: K. Hulse).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of ground hostesses employed by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yukon Territory by E.G.M. Cape & Company Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Syndicat National des employés de Radio Etchemin (CFLS) (CSN), on behalf of a unit of employees of Radio Etchemin Inc., Lévis, Qué. (Investigating Officer: S. T. Payne).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of M. J. Kaminsky Transport Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of K & R Transport Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of mechanics and helpers employed by Hunt Transport Ltd. at its terminal in Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of dockmen and drivers employed at Edmonton, Alta. by Hunt Transport Ltd., Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Professional Drivers' Pool, London, Ont. (Investigating Officer: K. Hulse).

Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of employees of Bekins Moving & Storage Company (Alberta) Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

General Truck Drivers & Helpers' Union, Local 31, and General Teamsters Union, Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Chapman Transport Limited, Kelowna, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Persadrive Transportation Services Ltd., Whitby, Ont. (Investigating Officer: K. Hulse).

Applications for revocation of certification

Thomas J. McAllister, et al., applicants, Hunt Transport Ltd., Burnaby, B.C., respondent company, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The application seeks revocation of the Board's Order of April 20, 1970, certifying the respondent union as the bargaining agent of a unit of employees of the Company employed at its terminal in Burnaby, B.C. (L. G., July, p. 507).

George W. Mountain, et al., applicants, Radio Atlantic Limited, Fredericton, N.B., respondent company, and National Association of Broadcast Employees and Technicians, respondent union. The application seeks revocation of the Board's Order of May 23, 1969, certifying the respondent union as the bargaining agent of a unit of employees of the company employed at Radio Station CFNB. (L. G., Aug. 1969, p. 472).

Conciliation before the minister of labour

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (Conciliation Officer: A. A. Franklin).

Kingsway Freightlines Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees Union, Local 362 (Conciliation Officer: D. H. Cameron).

Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Inspiration Limited (Mining Services Division) Edmonton, Alta., and United Steelworkers of America, Local 7288 (Conciliation Officer: D. H. Cameron).

Messabec Limitée, Montréal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

V.T.R. Productions Limited, Toronto, Ont., and Local 873, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: H. A. Fisher).

J. Wilfrid Grenier, Québec, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

Smith Transport Limited, and Smith Transport (Maritime) Ltd., Saint John, N.B., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: C. A. Ogden).

The Upper Ottawa Improvement Company, Ottawa, Ont., and International Woodworkers of America (Conciliation Officer: K. Hulse).

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (representing marine engineers) (Conciliation Officer: G. R. Doucet).

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. H. Cameron).

Buffalo and Fort Erie Public Bridge Authority, and General Truck Drivers' Union, Local 879 (Conciliation Officer: H. A. Fisher).

B.C. Air Lines Limited (Pilots), Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies) and General Truck Drivers Union, Local 938; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880; and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

M & P Transport Ltd., Montreal, Qué., and the Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

The Hamilton Harbour Commissioners, and Canadian Union of Public Employees, Local 958 (Police Unit) (Conciliation Officer: K. Hulse) (L. G., July, p. 504).

National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (Conciliation Officer: H. A. Fisher) (L. G., June, p. 438).

J. C. Malone & Company (1959) Limited, and Three Rivers Shipping Company Limited, Trois-Rivières, Qué., and the International Longshoremen's Association, Local 1846 (Conciliation Officer: G. R. Doucet) (L. G., Oct. 1969, p. 607).

Canadian Broadcasting Corporation, and Association des Réalisateurs de le radio (Conciliation Officer: C. E. Poirier) (L. G., Sept. 1969, p. 532).

Nanaimo Bulldozing Co. Ltd., Nanaimo, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., July, p. 506).

Settlement by mediation

CP Air (cafeteria and flight kitchen employees) Vancouver International Airport, and Hotel and Restaurant Employees' and Bartenders' International Union, Local No. 28 (Mediator: R. N. Gray) (L. G., May, p. 369).

Conciliation boards appointed

Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (L. G., July, p. 504).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., June, p. 439).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., June, p. 438).

Canadian Broadcasting Corporation, and Association of Radio and Television Employees of Canada (L. G., June, p. 438).

Canadian Broadcasting Corporation, and Canadian Union of Public Employees (L. G., April, p. 310).

Canadian Broadcasting Corporation, and le Syndicat général du cinéma et de la télévision (CSN) (L. G., July, p. 505).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between Central Mortgage and Housing Corporation (St. Georges Gardens Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la SCHL (CSN) (L. G., July, p. 505) was fully constituted in May with the appointment of Judge Gaston Lacroix of Montreal, as chairman. Judge Lacroix was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Marius Bergeron, and union nominee Claude St-Arnaud, both of Montreal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (L. G., July, p. 505) was fully constituted in May with the

appointment of Lorne O. Clarke, Q.C. of Truro, N.S., as chairman. Mr. Clarke was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. E. Murphy, and union nominee E. Johnston, both of Moncton.

The Board of Conciliation and Investigation established in April to deal with a dispute between Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (L. G., July, p. 505) was fully constituted in May with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Jean Massicotte, Q.C., and union nominee Louis Gauthier, both of Montreal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Canada Steamship Lines Limited (Clerical and Shed Staff Groups at Montreal and the Lakehead) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., July, p. 506) was fully constituted in May with the appointment of A. C. Dennis of Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee L. M. Bouvier, Montreal, and Peter Bernard Carew, Ottawa.

The Board of Conciliation and Investigation established in April to deal with a dispute between La Cie Transol Inc., Québec City, Québec, and Local 1141 of Canadian Union of Public Employees (L. G., July, p. 506) was fully constituted in May with the appointment of Jean-Real Cardin of Québec, as chairman. Mr. Cardin was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee G. Letarte, Québec, and André Thibaudeau, Montreal.

The Board of Conciliation and Investigation established in March to deal with a dispute between Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (L. G., June, p. 439) was fully constituted in May with the appointment of Judge Nathan Green, Q.C. of Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee A. William Cox, Q.C., and union nominee Peter G. Green, both of Halifax.

Conciliation board reports received

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) Vancouver, and Seafarers' International Union of Canada (L. G., June, p. 439). (Full text appears in Supplement No. 4, 1970).

Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, and Canadian Merchant Service Guild (L. G., June, p. 439). (Full text appears in Supplement No. 4, 1970).

Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Feb., p. 143). (Full text appears in Supplement No. 4, 1970).

Settlements reached before conciliation boards

AirWest Airlines Ltd., Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (L. G., May, p. 370).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (L. G., June, p. 440). (Full text appears in Supplement No. 4, 1970).

Strike action

B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Merchant Service Guild (Strike commenced May 3) (L. G., May, p. 370).

Decisions of the umpire

CUB 2878. The claimant filed an application for benefit on December 18. He stated that he had last been employed as a journeyman for a lumbering contractor from June 12 to December 13, when his employment was terminated because the employer had gone bankrupt.

On December 23, the claimant completed a Trainee (Student) Questionnaire stating that he would be taking a Grade 9 course at a school for adults from 9 a.m. to 4 p.m. Monday to Friday until approximately the middle of March. He added that he was not paying any tuition fee, that he would not be receiving, nor would he apply for, a training allowance, and that if an opportunity of full-time employment arose, he would be prepared to work from 6 to 9 p.m. The area office placement officer later gave evidence that the area centre had advised the claimant to follow the course "on his own" and that the training had not been "purchased" by the Centre.

On January 6, the insurance office notified the claimant that he was disqualified from receiving benefit from December 22 because he was attending a full-time training course and was therefore not able to accept employment "under the normal conditions of the labour market."

In his appeal to the board of referees, dated January 28, the claimant stated that it was possible that, on filing his claim, he had mentioned that he would likely not be available because he expected to follow a training course, but that a check of his weekly reports would show that he had always reported that he was available to accept suitable work "any time." He added that, in the meantime, he was attending the course in preference to remaining idle. He reiterated that he would still accept "suitable employment any time."

At the hearing, the board of referees concluded that, in the small locality where the claimant resided, opportunities to work from 6 to 9 p.m. were practically non-existent. **The board concluded also that full-time school attendance was not compatible with "availability for work," and there was no evidence showing that the claimant made personal efforts to find work once he started to attend the course of instruction.** The board pointed out that the claimant was not directed by the Manpower Centre to attend the course, but that he had merely followed the advice of "a manpower advisor." By unanimous decision, the board dismissed the appeal.

The claimant was granted leave to appeal to the Umpire. In his submission he referred to his continuous availability for work, the lack of any financial support received for his course, the substitution of the course merely to fill in idle time, the lack of employment in his area during the winter months, and the advice of the Manpower Centre that he take the course.

The insurance officer's submission attacked the claimant on the grounds of "fact and credibility of evidence." It declared that the claimant had failed to prove that he was available for work during regular working hours while attending a full-time course, and added that, until the hearing of the appeal by the board of referees, there was no indication that the claimant had intended to remove his limitations on the hours that he was available for work.

The Umpire was convinced that the claimant would have accepted any full-time employment, had it been offered to him, and "gladly left school to accept it. I believe that he returned to school only to pass time until he found employment, realizing that, at the time, possibilities of obtaining employment were very limited." He noted, however, that in filling out the Trainee (Student) Questionnaire, the claimant had definitely restricted his possibilities of finding employment by specifying the hours from 6 to 9 p.m. The letter dated January 28 corrected the restrictions on the availability of the claimant, and the Umpire therefore allowed him to receive benefit as of February 1, the Saturday following receipt of that letter.

General topics

Employment review

Employment showed the usual seasonal gain between March and April, increasing by 129,000 to 7,654,000. Unemployment, at 544,000, was relatively unchanged from March: the labour force rose 131,000 to 8,198,000. Seasonally adjusted, the unemployment rate in April was 5.6 per cent. The labour force was higher than in April 1969 by 137,000 or 1.7 per cent; employment rose 25,000, or 0.3 per cent. There were 112,000 more unemployed persons.

Employment

Agricultural activity increased during the month, employment rising by 43,000. The increase in all regions was about average for this time of year, except in the Prairies, where there was a much smaller increase than usual.

In non-agricultural industries, the increases were: in community, business and personal service, 50,000; trade, 29,000; construction, 20,000; and transportation, communication and other utilities, 16,000. Employment in public administration decreased by 24,000, and in manufacturing industries by 11,000.

Non-agricultural employment was 65,000 higher than in April 1969. Community, business and personal service showed the largest gain, 116,000. The increases elsewhere were smaller: trade, 24,000; finance, insurance and real estate, 20,000; and mines, quarries and oil wells, 15,000. Manufacturing employment declined 59,000, and there were smaller declines in transportation, communication and other utilities, 25,000, and public administration, 12,000. Farm employment declined by 40,000.

Regionally, the largest yearly increase was in British Columbia, 5.3 per cent. The only other gain was in Ontario, 1.1 per cent. Employment was below the April 1969 level by 1.6 per cent in the Prairies, 1.4 per cent in the Atlantic region, and 0.9 per cent in Québec.

Unemployment

Unemployment, at 544,000, was 2,000 higher than in March. The yearly increase was 112,000. Unemployment increased by 45,000, in Ontario, 30,000, in the Prairies, 21,000, in Québec, and 17,000 in British Columbia. There was no yearly change in the Atlantic region.

Of the total unemployment in April, 153,000, or 28 per cent, had been unemployed for less than one month, 30 per cent for one to three months, and 42 per cent for four months or more. **Unemployment in April represented 6.6 per cent of the labour force, compared with 5.4 per cent in April 1969, and 5.7 per cent in April 1968.**

Unemployment insurance fund

During April, 26,084 investigations were finalized across Canada. Of these, 20,040 were on-premises investigations and 2,216 were selective investigations to verify the fulfilment of statutory conditions. The remaining 786 formal investigations and 3,042 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,819. Prosecutions were commenced in 242 cases, 241 against claimants and one against others. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in April totalled $60,050,767.41 compared with $46,229,380.85 in March and $44,956,367.93 in April 1969. Benefits paid in April totalled $81,059,893.19 compared with $84,019,117.84 in March and $61,890,539 in April 1969. **The balance in the Fund on April 30, 1970 was $440,677,142.41 compared with $461,098,080.49 on March 31 and $357,037,015.17 at the end of April 1969.**

Wage schedules

During April, the Department of Labour prepared 370 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 180 contracts in these categories were awarded. In addition, 219 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation	2	$ 14,160.00
Indian Affairs and Northern Development	2	266,069.60
Post Office	4	346,350.00

During April, the sum of $4,869.66 was collected from 24 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 120 workers concerned.

U.S. employment review

Unemployment in May was 3.4 million compared with 3.9 million in April. Seasonally adjusted, the unemployment rate in May was 5.0 per cent, compared with 4.8 per cent in April; the actual rate was 4.1 per cent compared with 4.8 per cent. In May, the civilian labour force was 81,741,000.

Correction

Two slight errors were made in the article "Québec's New Minimum Wage," appearing on p. 269 of the April 1970 issue of the Labour Gazette. In the ninth line of the third paragraph in column 2, "54 hours" should have read "48 hours." In the second last line of the last paragraph in column 2, the date "January 1, 1970" should have read "January 31, 1970."

August credits

Unemployment insurance report, p. 572, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 582, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 584, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 574, is prepared by the Legislation Branch of the Department of Labour.

Anxious, discontented and angry, p. 568, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Employment Fatalities, p. 581, is prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage for such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is for industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Photos. NFB: Cover, p. 574, 577. Public Archives of Canada: p. 553. CN: p. 556. Murray Mosher: p. 558,560,561,562,564,566.

Publications in the library

List No. 257

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public) or directly if there is no local library. When requesting loans, please indicate the publication numeral and month listed.

Employment management

■ **No. 1—National Industrial Conference Board. Canadian Office.** Company-leased automobile plans in Canada, by William H. Terry. Montreal, 1969. 27 p.

■ **No. 2—Van Dersal, William Richard.** The successful supervisor in government and business. Rev. ed. New York, Harper & Row [1968] 210 p.

European Economic Community

■ **No. 3—Despicht, Nigel.** The transport policy of the European Communities. London, Chatham House; PEP, 1969. 85 p.

■ **No. 4—Problems of British entry into the EEC;** reports to the Action Committee for the United States of Europe [by Edgard Pisani and others] London, Chatham House; PEP, 1969. 108 p.

Hospitals

■ **No. 5—McCormick, William.** Labor relations and labor costs in hospitals. Ann Arbor, Mich., University Microfilms, 1969. vii, 180 p. Thesis (Ph.D.)—Case Western Reserve University, 1968.

■ **No. 6—Princeton University. Industrial Relations Section.** Hospital regulation: the dilemma of public policy, by Anne R. Somers. Princton, 1969. 240 p.

Labouring classes

■ **No. 7—Australia. Department of Labour and National Service.** Technological change in the printing industry—four case studies. Melbourne, 1969. 43 p.

■ **No. 8—Freedman, Marcia K.** The process of work establishment [by] Marcia Freedman, assisted by Gretchen Maclachlan. Foreword by Eli Ginzberg. New York, Columbia University Press, 1969. xiv, 135 p.

■ **No. 9—McDonald, David John.** Union man. [1st ed.] New York, Dutton, 1969. 352 p. Autobiography of the former president of the United Steelworkers of America.

■ **No. 10—Morse, Dean.** The peripheral worker. New York, Columbia University Press, 1969. xvi, 202 p. "Those workers who are covered by the term 'peripheral labour force' are, for the most part, those individuals who have had work experience of any kind other than full time for a full year."

■ **No. 11—U.S. Bureau of Labor Statistics.** Summaries of manpower surveys and reports for developing countries, 1958-68. Washington, GPO, 1969. 230 p.

Management

■ **No. 12—Albers, Henry Herman.** Principles of management; a modern approach. 3d ed. New York, Wiley, 1969. xii, 702 p.

■ **No. 13—Hicks, Herbert G.** The management of organizations. New York, McGraw-Hill, 1967. xii, 452 p.

■ **No. 14—Koontz, Harold.** Principles of management; an analysis of managerial functions [by] Harold Koontz [and] Cyril O'Donnell. 4th ed. New York, McGraw-Hill, 1968. x, 822 p.

■ **No. 15—Odiorne, George Stanley.** Management decisions by objectives. Englewood Cliffs, N.J., Prentice-Hall, 1969. xvi, 252 p.

Married women—employment

■ **No. 16—Ontario. Women's Bureau.** Women returning to the labour force; a first report, Women's Bureau Careers Centre; a staff study prepared by Linda Bell. Toronto, 1969. 26 p.

Occupations

■ **No. 17—National Industrial Conference Board.** Job vacancies in the firm and the labor market, by John G. Myers. New York, 1969. 106 p.

■ **No. 18—Slocum, Walter Lucius.** Occupational careers; a sociological perspective. Chicago, Aldine Pub. Co., 1967. vi, 272 p. "A lucid, comprehensive summary of sociologocal theory and research on careers and occupations in the modern world."

■ **No. 19—U.S. Civil Service Commission.** Occupations of Federal blue-collar workers, October 31, 1966. [Washington, GPO] 1968. 41 p.

Public employees

■ **No. 20—Public employee organization and bargaining;** a report on the joint conference of the Association of Labor Mediation Agencies and the National Association of State Labor Relations Agencies, August 19 to August 24, 1968. Edited by Howard J. Anderson. Washington, Bureau of National Affairs [1968] ii, 117 p.

■ **No. 21—Tracy, Estelle, R., ed.** Arbitration cases in public employment. Edited by Estelle R. Tracy; with an introduction by Morris Stone. New York, American Arbitration Association [c1969] xiv, 366 p.

Technology

■ **No. 22—Faunce, William A.** Problems of an industrial society. New York, McGraw-Hill, 1968. xiv, 189 p.

■ **No. 23—Heller, Walter Wolfgang, ed.** Perspectives on economic growth. New York, Random House, 1968. xiv, 237 p.

Miscellaneous

■ **No. 24—Barnette, Warren Leslie, ed.** Readings in psychological tests and measurements, edited by W. Leslie Barnette, Jr. Rev. ed. Homwood, Ill., Dorsey Press, 1968. xi, 393 p.

■ **No. 25—Contemporary problems of public law in Canada:** essays in honour of Dean F. C. Cronkite. Edited by O. E. Lang. [Toronto] Published for the College of Law, University of Saskatchewan by University of Toronto Press [1968] 171 p. Partial contents: The Canadian Bill of Rights, by E. A. Driedger. Combines: the continuing dilemma, by D. G. Blair. Rational solutions for labour problems, by O. E. Lang.

■ **No. 26—Richman, Barry Martin.** Industrial society in Communist China; a first-hand study of Chinese economic development and management, with significant comparisons in India, the USSR, Japan, and the United States. New York, Random House, 1969. xxi, 968 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended April 18, 1970		8,198	+ 1.6	+ 1.7
Employed		7,654	+ 1.7	+ 0.3
Agriculture		481	+ 9.8	− 7.7
Non-agriculture		7,173	+ 1.2	+ 0.9
Paid workers		6,637	+ 1.4	+ 1.0
At work 35 hours or more		6,137	+ 2.0	− 0.8
At work less than 35 hours		1,278	+ 3.0	+ 7.1
Employed but not at work		238	−11.2	− 4.8
Unemployed		544	+ 0.4	+25.9
Atlantic		66	− 1.5	− 1.5
Québec		203	− 1.5	+11.5
Ontario		145	+ 2.8	+45.0
Prairie		72	+ 4.3	+71.4
British Columbia		58	− 1.7	+41.5
Without work and seeking work		499	+ 1.8	+23.5
On temporary layoff up to 30 days		45	−13.5	+60.7
INDUSTRIAL EMPLOYMENT (1961 = 100)†	April	124.5	+ 0.2	+ 0.9
Manufacturing employment (1961 = 100)†	April	122.3	− 0.3	− 1.1
IMMIGRATION	1st quarter 1970	30,783	—	− 0.02
Destined to the labour force	1st quarter 1970	16,607	—	− 0.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	May	101	+ 4.1	−19.2
No. of workers involved	May	88,938	+76.2	−18.1
Duration in man days	May	1,263,830	+99.4	+15.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	April	$124.71	+ 0.8	+ 7.1
Average hourly earnings (mfg.)†	April	$ 2.98	+ 0.7	+ 8.4
Average weekly hours paid†	April	39.7	+ 0.5	− 1.5
Average weekly wages (mfg.)†	April	$118.28	+ 1.0	+ 6.7
Consumer price index (1961 = 100)	April	129.7	+ 0.6	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	March	121.3	− 0.8	+ 1.4
Total labour income (Millions of dollars)†	April	(data unavailable at press time)		
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	March	171.1	− 1.9	+ 0.1
Manufacturing	March	167.7	− 1.9	− 2.1
Durables	March	186.4	− 2.6	− 3.6
Non-durables	March	152.5	− 1.2	− 0.7
NEW RESIDENTIAL CONSTRUCTION**				
Starts	March	7,345	+42.6	−37.1
Completions	March	8,882	− 9.2	−11.8
Under construction	March	104,551	− 1.6	− 5.4

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended April 18, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,198	632	2,275	3,071	1,341	879
Men	5,545	441	1,566	2,042	908	588
Women	2,653	191	709	1,029	433	291
14-19 years	760	59	199	263	151	88
20-24 years	1,226	123	379	410	194	121
25-44 years	3,546	242	1,021	1,362	539	383
45-64 years	2,464	192	631	956	420	264
65 years and over	201	16	46	79	37	23
EMPLOYED	7,654	566	2,072	2,926	1,269	821
Men	5,107	385	1,397	1,934	850	541
Women	2,547	181	675	992	419	280
Agriculture	481	21	112	119	206	23
Non-agriculture	7,173	545	1,960	2,807	1,062	798
Paid Workers	6,637	499	1,789	2,620	995	733
Men	4,298	334	1,183	1,688	619	475
Women	2,339	165	607	932	377	258
UNEMPLOYED	544	66	203	145	72	58
Men	438	56	169	108	58	47
Women	106	10	34	37	14	11
PERSONS NOT IN LABOUR FORCE	6,736	749	1,996	2,283	1,069	639
Men	1,856	243	541	600	306	166
Women	4,880	506	1,455	1,683	763	473

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended April 18, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,934	2,475	4,215	1,204	4,334	1,142	1,563
LABOUR FORCE	8,198	760	4,004	947	1,505	781	201
Employed	7,654	649	3,786	813	1,461	753	192
Unemployed	544	111	218	133	44	28	**
NOT IN LABOUR FORCE	6,736	1,715	211	258	2,829	361	1,362
PARTICIPATION RATE†							
1970—April 18	54.9	30.7	95.0	78.7	34.7	68.4	12.9
March 21	54.1	29.6	94.6	77.6	33.8	66.6	12.6
UNEMPLOYMENT RATE‡							
1970—April 18	6.6	14.6	5.4	14.0	2.9	3.6	**
March 21	6.7	13.7	5.7	14.7	2.9	3.7	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population of 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended April 18, 1970

	April 1970	March 1970	April 1969
	(in thousands)		
TOTAL UNEMPLOYED	544	542	432
On temporary layoff up to 30 days	45	52	28
Without work and seeking work	499	490	404
Seeking:			
Full-time work	472	465	383
Part-time work	27	25	21
Under 1 month	109	93	91
1-3 months	162	197	125
4-6 months	151	128	116
More than 6 months	78	72	72

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Monthly Totals								
	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—March*	82.7	909.7	359.6	29.8	220.9	433.3	1,162.3	183.1	3,403.4
April*	79.6	914.6	366.8	26.9	237.6	440.2	1,179.5	185.3	3,456.3
May*	79.6	938.2	374.9	37.6	252.8	449.9	1,202.3	185.0	3,552.3
June*	80.5	958.4	396.0	43.6	255.7	462.6	1,245.6	205.6	3,686.8
July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.0
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.6
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,308.6	173.8	3,690.1
February†	90.1	970.6	383.8	38.5	243.8	477.6	1,312.5	196.9	3,733.9
March‡	91.1	976.0	383.7	34.0	242.2	482.5	1,303.8	200.4	3,736.2
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—March*	81.6	917.3	374.1	40.2	258.6	443.5	1,170.8	181.8	3,499.5
April*	81.5	922.6	378.0	41.5	257.4	444.9	1,189.1	183.1	3,529.7
May*	79.9	933.5	374.6	41.1	250.9	448.9	1,196.3	184.2	3,540.9
June*	78.9	945.1	386.9	39.8	234.1	452.9	1,229.0	184.2	3,582.7
July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.0
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.6
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.4
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January*	89.0	980.1	393.3	42.2	289.0	488.3	1,320.6	199.1	3,833.9
February†	89.3	987.3	401.2	43.6	290.8	490.9	1,326.8	199.8	3,862.2
March‡	89.9	984.3	398.7	45.6	283.8	493.6	1,314.2	194.4	3,837.1

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

:—Employment, Hours and Earnings

ıbles C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at February 1970 ıployers in the principal non-agricultural industries reported a total employment of 3,680,610. Table C-3 gives estimates of total em- oyment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons ıd from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat ıaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also ailable, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

able C-1—Employment, Payrolls and Weekly Wages and Salaries

ear and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
ERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969—February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January*	124.4	157.3	123.08	122.5	158.5	129.28
February†	124.1	159.0	124.44	122.6	160.3	130.73

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, nsurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service)
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Fe 19
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	109.9	112.0	111.7	104.77	103.51	98.1
Newfoundland	109.5	111.3	110.6	117.14	113.68	105.5
Prince Edward Island	113.3	117.6	108.7	85.14	84.94	81.5
Nova Scotia	110.7	112.5	113.2	100.13	99.51	95.7
New Brunswick	108.9	111.5	110.8	104.21	103.52	97.7
Québec	116.1	116.4	114.9	119.96	119.33	112.3
Ontario	129.8	129.6	127.5	129.00	127.14	118.8
Prairie Region	122.5	123.0	120.2	118.73	117.35	110.2
Manitoba	114.8	115.3	112.4	112.75	111.35	105.0
Saskatchewan	107.8	109.0	114.2	113.00	111.96	106.0
Alberta	135.1	135.3	129.3	124.91	123.53	115.6
British Columbia	137.2	137.3	128.3	135.73	134.82	125.2
CANADA	124.1	124.4	121.9	124.44	123.08	115.3
URBAN AREAS						
St. John's	127.6	127.8	128.6	97.26	97.47	89.1
Halifax	124.1	124.1	122.0	101.68	100.73	97.8
Sydney	87.5	88.7	95.4	109.50	108.53	99.6
Moncton	124.8	126.7	117.4	97.83	97.76	90.6
Saint John	112.2	113.6	116.6	102.14	99.85	98.3
Chicoutimi	108.3	107.7	106.0	135.93	136.79	129.2
Montreal	119.5	119.5	119.8	122.37	121.75	114.1
Québec	118.8	117.7	114.4	106.18	106.19	96.8
Shawinigan	91.6	90.4	93.6	123.60	124.72	116.8
Sherbrooke	113.6	113.2	115.0	104.41	103.42	97.5
Trois-Rivières	113.0	104.8	108.7	113.09	116.42	106.0
Ottawa-Hull	136.0	136.1	131.4	115.96	115.99	106.6
Belleville	125.5	126.4	118.1	108.03	106.59	99.7
Brampton	282.3	279.3	268.0	126.18	124.95	117.4
Brantford	131.4	132.5	132.7	115.92	115.94	110.6
Fort William-Port Arthur	120.4	121.0	118.5	121.10	119.98	114.0
Guelph	141.0	141.0	138.4	117.61	117.05	107.7
Hamilton	122.4	122.3	121.0	132.26	130.76	120.3
Kingston	125.4	124.7	122.5	118.99	119.96	112.4
Kitchener	154.9	154.8	149.2	112.54	111.58	105.8
London	122.3	122.5	122.1	118.92	118.24	110.9
Niagara Falls	102.3	102.2	99.9	120.55	120.77	110.0
Oshawa	138.6	138.8	142.2	142.30	141.02	135.7
Peterborough	142.7	142.5	134.1	127.71	125.60	120.3
Sarnia	139.9	140.9	137.5	159.31	157.21	148.4
Sault Ste. Marie	116.5	114.5	121.1	146.17	146.25	129.1
Sudbury	126.4	123.4	122.7	162.47	155.86	140.2
St. Catharines	136.5	132.9	138.1	137.20	135.72	133.6
Timmins	69.5	69.3	69.7	113.27	114.67	102.9
Toronto	134.0	133.2	130.2	131.31	128.39	119.7
Welland	113.5	111.7	110.9	146.52	144.49	135.1
Windsor	146.8	147.9	152.5	143.57	143.58	134.4
Winnipeg	119.1	119.6	115.8	105.27	104.94	98.6
Regina	114.2	114.6	118.7	107.90	107.27	100.2
Saskatoon	128.3	129.8	136.8	107.40	108.31	98.2
Calgary	144.6	145.6	138.4	122.58	121.63	113.5
Edmonton	143.2	143.1	137.2	118.35	117.62	108.4
Vancouver	140.5	141.1	133.7	130.71	130.94	121.8
Victoria	133.4	133.8	127.2	117.00	116.19	108.0

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

able C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
February 1970*	57.4	124.8	849.7	811.0	322.0	644.7	1,068.4	303.9	1,176.4	688.4	432.0	6,488.0
January 1970*	60.1	123.4	851.6	807.1	329.7	647.4	1,073.7	305.4	1,169.5	684.1	433.7	6,488.7
February 1969	47.2	120.5	846.9	802.2	321.6	631.0	1,003.8	290.0	1,129.0	636.2	403.9	6,238.4
NEWFOUNDLAND												
February 1970*	2.1	5.6	8.8	1.8	5.6	13.5	16.7	2.3	20.9	7.9	7.8	93.1
January 1970†	2.1	5.6	9.3	1.7	6.0	13.7	17.1	2.3	21.9	7.8	7.9	95.4
February 1969	1.9	5.6	8.6	1.7	6.2	13.7	16.2	2.1	22.8	7.3	7.7	93.9
PRINCE EDWARD ISLAND												
February 1970*	—	—	1.6	0.4	1.2	2.8	4.1	0.6	5.0	1.5	2.2	19.3
January 1970†	—	—	1.9	0.4	1.1	2.9	4.1	0.6	5.0	1.5	2.3	19.9
February 1969	—	—	1.4	0.4	1.1	2.6	4.0	0.6	6.0	1.5	2.0	19.7
NOVA SCOTIA												
February 1970*	2.5	5.4	15.9	14.2	12.8	21.8	32.6	7.0	43.6	15.2	21.2	192.1
January 1970†	2.4	5.5	17.5	14.1	13.2	21.7	32.9	7.1	44.6	14.6	21.0	194.5
February 1969	1.9	6.6	17.2	13.3	12.3	25.8	30.8	6.9	38.9	14.2	20.2	188.2
NEW BRUNSWICK												
February 1970*	3.6	2.3	15.3	10.1	8.7	22.3	26.0	4.7	33.9	10.7	12.3	150.2
January 1970†	4.0	2.3	15.7	10.2	9.2	22.7	26.2	4.7	34.0	10.5	12.3	151.8
February 1969	2.9	2.3	16.1	10.5	7.8	22.9	24.4	4.5	31.8	9.5	11.0	143.8
QUÉBEC												
February 1970*	15.2	25.1	323.6	192.8	72.2	171.0	260.4	84.8	325.2	175.2	96.9	1,744.4
January 1970†	17.2	24.8	321.5	193.5	74.8	172.3	262.6	85.2	319.7	171.0	96.7	1,739.4
February 1969	10.0	23.9	320.5	195.0	70.7	168.1	252.4	81.0	301.4	160.4	89.1	1,672.5
ONTARIO												
February 1970*	11.2	34.5	369.9	459.2	129.5	213.3	433.3	131.6	441.0	282.2	176.7	2,686.1
January 1970†	11.3	33.9	369.7	454.4	131.8	213.5	434.7	132.4	436.5	281.2	178.4	2,677.8
February 1969	10.4	35.2	369.5	454.7	131.7	204.2	400.9	125.8	422.1	258.9	168.2	2,581.6
MANITOBA												
February 1970*	0.7	7.8	27.7	21.7	13.2	43.9	54.6	13.6	52.8	32.3	19.7	288.5
January 1970†	0.8	7.7	27.8	21.4	13.1	44.7	56.3	13.6	52.2	32.2	19.9	289.6
February 1969	0.7	6.9	28.0	20.1	13.6	44.3	51.7	12.8	50.7	29.5	18.8	277.2
SASKATCHEWAN												
February 1970*	0.7	5.5	9.7	4.8	7.4	23.7	36.1	8.2	47.6	19.1	18.3	181.4
January 1970†	0.6	5.5	9.7	4.7	8.6	23.9	37.3	8.6	48.2	20.1	18.2	185.4
February 1969	0.5	5.4	9.4	5.4	12.1	24.9	38.8	8.3	48.3	19.8	17.0	189.9
ALBERTA												
February 1970*	1.5	24.1	27.0	27.2	34.5	50.5	86.4	19.6	96.6	60.2	32.6	460.6
January 1970†	1.6	24.1	27.1	27.9	35.3	50.5	88.2	19.6	98.8	60.9	32.9	466.8
February 1969	2.0	22.6	26.4	25.7	32.4	47.9	79.6	18.5	98.8	58.9	31.3	444.2
BRITISH COLUMBIA												
February 1970*	19.7	11.6	50.0	79.0	36.5	80.5	117.1	31.5	108.9	82.6	41.5	658.9
January 1970†	20.0	11.3	51.4	78.9	35.9	80.0	115.6	31.2	107.2	83.0	41.4	655.9
February 1969	16.7	9.4	49.7	75.4	32.9	75.0	103.9	29.4	106.7	74.9	38.9	612.8

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Feb 196
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	112.9	111.6	110.4	161.95	160.51	148.0
Metals	104.2	102.5	102.8	161.15	160.74	145.3
Mineral fuels	103.6	103.5	105.2	173.15	170.21	154.5
Non-metals except fuels	129.8	129.2	116.2	147.60	145.94	135.8
Quarries and sand pits	87.3	87.6	77.7	131.81	129.54	120.7
Services incidental to mining	183.3	180.3	180.4	170.24	167.29	165.3
MANUFACTURING	122.6	122.5	122.5	130.73	129.28	120.8
Durable goods	135.2	134.4	134.6	140.64	138.44	130.0
Non-durable goods	112.3	112.8	112.8	121.08	120.44	111.8
Food and beverages	98.9	100.7	100.8	117.27	115.98	106.8
Foods	97.9	100.0	99.9	113.49	112.21	103.3
Beverages	104.9	104.9	106.6	139.52	138.72	127.6
Tobacco processing and products	105.8	106.6	113.1	128.77	131.02	116.3
Rubber products	116.9	119.3	123.8	134.21	133.99	125.2
Leather products	94.0	93.1	102.8	86.05	84.22	80.3
Textile products	116.3	115.9	119.5	107.61	108.64	99.8
Knitting mills	115.4	114.2	117.0	83.80	82.96	76.4
Clothing	112.0	110.1	110.3	81.95	80.94	75.7
Wood products	106.9	106.7	110.3	118.66	117.40	110.0
Furniture and fixtures	131.5	132.8	130.4	104.07	105.96	97.4
Paper and allied industries	119.2	119.2	118.1	149.71	149.86	139.8
Printing, publishing and allied industries	113.7	115.9	114.1	133.72	132.73	124.7
Primary metal industries	129.1	128.6	127.2	154.32	153.58	141.8
Metal fabricating industries	133.3	133.6	132.8	136.99	135.79	126.2
Machinery, except electrical	154.8	154.5	147.8	150.10	150.31	142.4
Transportation equipment	151.4	147.1	153.1	157.65	150.03	142.3
Electrical products	149.5	148.8	147.0	131.17	129.85	123.9
Non-metallic mineral products	111.7	112.5	113.0	135.87	135.27	125.9
Petroleum and coal products	102.8	102.9	102.0	187.53	183.15	172.5
Chemicals and chemical products	120.0	119.6	118.5	146.35	146.54	135.6
Miscellaneous manufacturing industries	151.7	152.1	140.6	112.25	109.81	104.4
CONSTRUCTION	102.5	102.8	104.8	161.86	160.48	148.4
Building	119.3	120.1	120.0	161.03	158.99	144.7
Engineering	73.8	73.0	78.5	164.14	164.69	158.2
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.1	108.8	108.1	139.09	137.09	127.7
Transportation	102.0	103.0	102.6	136.14	134.91	127.9
Storage	104.6	103.2	108.5	124.53	123.51	114.2
Communication	121.4	121.4	121.2	132.66	130.75	120.5
TRADE	136.2	137.3	130.9	98.39	97.45	91.3
Wholesale trade	131.7	131.8	124.5	125.27	123.91	115.7
Retail trade	138.6	140.4	134.5	84.40	83.84	78.9
FINANCE, INSURANCE AND REAL ESTATE	142.8	142.5	134.9	116.84	118.09	111.0
Financial institutions	148.3	147.7	139.3	113.76	115.88	109.6
Insurance and real estate	135.5	135.4	128.9	121.38	121.33	112.9
SERVICE	170.8	169.9	160.2	89.86	88.63	82.4
Recreational services	142.2	140.6	141.1	83.65	79.58	74.0
Business services	192.6	191.4	182.5	139.80	139.19	127.3
Personal services	155.8	154.9	146.3	66.30	65.02	61.0
Miscellaneous services	212.9	212.7	191.2	89.84	89.41	85.5
INDUSTRIAL COMPOSITE	124.1	124.4	121.9	124.44	123.08	115.3

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Feb. 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.5	41.4	42.2	3.62	3.59	3.23	150.10	148.72	136.37
Metals	40.5	40.6	41.1	3.73	3.71	3.31	151.01	150.82	136.11
Mineral fuels	42.8	43.2	42.8	3.35	3.29	2.80	143.36	142.15	119.87
Non-metals, except fuels	41.8	41.4	42.5	3.35	3.31	3.00	140.14	137.19	127.58
Quarries and sand pits	42.2	40.9	44.8	3.01	2.98	2.58	126.98	122.00	115.34
Services incidental to mining	44.0	43.7	45.5	3.81	3.76	3.59	167.54	164.07	163.10
MANUFACTURING	40.0	39.8	40.3	2.93	2.92	2.72	117.33	116.30	109.65
Durable goods	40.3	40.0	40.9	3.16	3.15	2.92	127.48	126.23	119.65
Non-durable goods	39.7	39.5	39.7	2.70	2.69	2.50	106.97	106.30	99.41
Food and beverages	39.2	39.2	38.9	2.66	2.65	2.45	104.43	103.76	95.32
Foods	39.1	39.2	38.8	2.58	2.56	2.38	100.73	100.40	92.06
Beverages	40.0	39.4	39.8	3.27	3.27	3.01	130.98	128.85	119.59
Tobacco processing and products	38.0	38.2	38.2	2.99	3.11	2.70	113.53	118.71	103.14
Rubber products	41.2	40.9	41.4	3.03	3.06	2.80	124.89	125.06	116.01
Leather products	39.7	39.4	40.0	1.96	1.95	1.84	77.95	76.85	73.75
Textile products	40.4	41.0	41.3	2.33	2.32	2.14	94.09	95.07	88.35
Miscellaneous textiles	38.6	40.0	40.1	2.45	2.54	2.24	94.83	101.43	89.96
Knitting mills	41.1	41.0	40.5	1.77	1.77	1.67	72.87	72.67	67.51
Clothing	37.7	37.2	37.5	1.98	1.97	1.85	74.42	73.13	69.52
Wood products	39.4	39.0	40.2	2.85	2.83	2.61	112.12	110.48	105.16
Furniture and fixtures	40.4	40.9	41.8	2.34	2.36	2.14	94.37	96.76	89.50
Paper and allied industries	41.1	41.0	41.2	3.39	3.38	3.19	139.50	138.56	131.19
Pulp and Paper mills	41.4	41.4	41.5	3.66	3.66	3.47	151.38	151.28	143.85
Printing, publishing and allied industries	37.6	37.4	37.7	3.43	3.40	3.21	128.88	127.09	120.94
Primary metal industries	40.6	40.4	40.9	3.53	3.55	3.24	143.28	143.19	132.31
Iron and steel mills	40.1	39.9	40.4	3.71	3.73	3.36	148.80	148.74	135.50
Metal fabricating industries	40.7	40.5	41.2	3.16	3.12	2.89	128.55	126.66	118.96
Machinery, except electrical	41.5	40.7	41.6	3.32	3.31	3.12	137.68	134.62	129.80
Transportation equipment	40.0	39.5	40.7	3.46	3.47	3.24	138.12	136.97	131.94
Aircraft and parts	41.3	42.3	41.9	3.42	3.48	3.16	141.38	147.15	132.19
Motor vehicles	39.5	38.6	40.5	3.56	3.57	3.33	140.80	137.81	135.05
Assembling	39.6	38.4	40.3	3.86	3.92	3.57	152.96	150.53	143.86
Parts and accessories	39.3	38.7	40.7	3.43	3.40	3.21	134.99	131.53	130.69
Shipbuilding and repairing	39.2	39.1	39.6	3.34	3.36	3.22	130.75	131.40	127.19
Electrical products	40.2	39.7	40.5	2.82	2.80	2.63	113.14	111.32	106.56
Communications equipment	40.0	39.8	40.3	2.77	2.75	2.50	110.84	109.21	100.62
Non-metallic mineral products	40.6	40.5	41.8	3.08	3.08	2.83	124.99	124.63	118.19
Petroleum and coal products	41.4	40.5	42.4	4.05	4.05	3.70	167.71	163.98	156.80
Chemical and chemical products	40.7	40.6	40.5	3.12	3.12	2.89	126.97	126.62	117.32
Miscellaneous manufacturing industries	40.3	39.5	40.5	2.37	2.36	2.20	95.58	93.05	88.89
CONSTRUCTION	38.9	38.7	40.4	4.09	4.06	3.61	159.24	157.19	146.09
Building	37.8	37.7	38.8	4.22	4.17	3.67	159.73	157.03	142.43
General contractors	37.8	37.3	38.9	4.14	4.09	3.52	156.59	152.49	136.91
Special trade contractors	37.8	37.9	38.7	4.28	4.22	3.78	161.89	160.11	146.15
Engineering	42.0	41.8	44.9	3.76	3.77	3.48	157.82	157.65	156.14
Highways, bridges and streets	40.7	40.4	45.2	3.27	3.13	2.80	133.20	126.35	126.64
Other engineering	42.9	42.7	44.7	4.08	4.17	3.91	175.11	178.12	174.61
OTHER INDUSTRIES									
Urban transit	41.2	41.2	41.4	3.54	3.54	3.31	145.81	145.76	136.87
Highway and bridge maintenance	35.4	34.4	37.9	2.71	2.66	2.54	95.86	91.35	96.47
Laundries, cleaners and pressers	36.9	36.7	36.9	1.71	1.70	1.58	62.97	62.55	58.31
Hotels, restaurants and taverns	31.7	31.4	32.6	1.72	1.71	1.59	54.68	53.74	51.82

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	196 Dollar
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.
1965	41.0	2.12	86.94	116.8	108.
1966	40.8	2.25	91.65	123.1	110.
1967	40.3	2.40	96.84	130.1	112.
1968†	40.3	2.58	104.00	139.7	116.
Last Pay Period in					
1969—February	40.3	2.72	109.65	147.3	119.
March	40.5	2.74	110.97	149.1	119.
April	40.3	2.75	110.87	148.9	119.
May	40.4	2.77	111.97	150.4	119.
June	40.2	2.78	111.83	150.2	118.
July	39.9	2.77	110.57	148.5	117.
August	40.1	2.78	111.37	149.6	118.
September	40.7	2.82	114.89	154.3	121.
October	40.4	2.84	114.87	154.3	121.
November	40.4	2.88	116.18	156.1	122.
December	37.2	2.92	108.68	146.0	113.
1970—January*	39.8	2.92	116.30	156.2	121.
February†	40.0	2.93	117.33	157.6	122.

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Feb. 1969
				$	$	$
Newfoundland	40.4	40.5	42.7	2.67	2.56	2.29
Nova Scotia	39.3	38.9	39.9	2.37	2.31	2.18
New Brunswick	40.9	40.8	41.1	2.53	2.49	2.24
Québec	41.0	40.8	41.1	2.60	2.60	2.44
Ontario	39.9	39.5	40.3	3.09	3.08	2.85
Manitoba	39.0	39.1	39.1	2.61	2.60	2.40
Saskatchewan	39.2	39.4	39.3	3.09	3.06	2.89
Alberta	39.3	39.1	39.3	3.06	3.05	2.76
British Columbia	37.5	37.6	38.0	3.62	3.62	3.39

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

—Unemployment Insurance

nemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact .th the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment surance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical eport on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of e data see Technical Note, page 503, July 1970 issue.

able E-1—Estimates of the Insured Population nder the Unemployment Insurance Act

nd of	Total	Employed	Claimants
970—February	5,715,000	5,020,600	694,400
January	5,676,000	5,016,500	659,500
969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000

Table E-4—Benefit Payments, by Province, March 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	117,434	3,924,555
Prince Edward Island	22,718	710,331
Nova Scotia	114,957	3,843,122
New Brunswick	110,020	3,570,983
Québec	756,356	27,103,042
Ontario	747,302	26,733,514
Manitoba	86,217	2,976,989
Saskatchewan	88,264	3,020,944
Alberta	99,076	3,564,094
British Columbia	233,590	8,571,544
Total, Canada, March 1970	2,375,934	84,019,118
Total, Canada, February 1970	2,196,433	77,632,466
Total, Canada, March 1969	2,104,542	66,440,570

able E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

rovince	March 1970			March 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
anada	202,764	145,885	56,879	158,436	124,203	34,233
ewfoundland	5,319	4,467	852	5,576	4,830	746
rince Edward Island	1,061	884	177	1,059	948	111
ova Scotia	6,226	5,248	978	7,467	6,133	1,334
ew Brunswick	7,661	6,477	1,184	7,677	6,644	1,033
uébec	59,505	44,311	15,194	53,939	42,190	11,749
ntario	78,844	49,885	28,959	48,922	37,161	11,761
lanitoba	6,684	5,621	1,063	5,720	4,740	980
askatchewan	5,642	4,694	948	5,191	4,350	841
lberta	10,490	8,452	2,038	6,897	5,435	1,462
ritish Columbia	21,332	15,846	5,486	15,988	11,772	4,216

In addition, revised claims received numbered 45,128.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 31, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Tota claiman March 3 196
Canada	705,145	175,002	234,180	218,595	77,368	594,14
Male	507,069	131,994	175,750	157,828	41,497	428,26
Female	198,076	43,008	58,430	60,767	35,871	165,88
NEWFOUNDLAND	31,029	4,659	11,346	12,884	2,140	32,00
Male	27,547	4,276	10,505	11,411	1,355	28,53
Female	3,482	383	841	1,473	785	3,46
PRINCE EDWARD ISLAND	6,114	770	1,865	3,312	167	6,36
Male	4,762	627	1,389	2,684	62	5,05
Female	1,352	143	476	628	105	1,30
NOVA SCOTIA	34,349	6,788	14,718	10,111	2,732	34,70
Male	27,402	5,248	12,187	8,010	1,957	27,92
Female	6,947	1,540	2,531	2,101	775	6,77
NEW BRUNSWICK	33,105	5,484	11,068	14,221	2,332	32,27
Male	25,074	4,426	8,912	10,304	1,432	24,70
Female	8,031	1,058	2,156	3,917	900	7,57
QUÉBEC	221,640	57,241	75,611	68,175	20,613	190,79
Male	167,626	45,293	60,108	51,204	11,021	143,10
Female	54,014	11,948	15,503	16,971	9,592	47,69
ONTARIO	222,859	57,916	64,485	61,698	38,760	163,38
Male	142,783	39,845	42,795	38,761	21,382	103,09
Female	80,076	18,071	21,690	22,937	17,378	60,28
MANITOBA	26,189	7,646	9,844	7,222	1,477	23,58
Male	18,859	5,604	7,146	5,481	628	16,92
Female	7,330	2,042	2,698	1,741	849	6,65
SASKATCHEWAN	24,393	4,048	9,167	9,685	1,493	22,50
Male	19,002	3,286	7,003	8,052	661	17,79
Female	5,391	762	2,164	1,633	832	4,70
ALBERTA	30,859	10,237	10,676	7,884	2,062	24,96
Male	23,109	8,313	8,261	5,671	864	17,99
Female	7,750	1,924	2,415	2,213	1,198	6,96
BRITISH COLUMBIA	74,608	20,213	25,400	23,403	5,592	63,57
Male	50,905	15,076	17,444	16,250	2,135	43,12
Female	23,703	5,137	7,956	7,153	3,457	20,45

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

—Prices

able F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
65—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
66—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
67—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
68—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
69—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
69—April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
70—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
				(1949 = 100)				
April	167.6*							

For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
ote: 1957 weighted. Calculated by the Prices Division, DBS.

able F-2—Consumer Price Indexes for Regional Cities of Canada—April, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Apr. 70	Mar. 70	Apr. 69							
					(1961 = 100)					
t. John's, Nfld.	122.4	122.0	118.7	124.1	115.2	128.5	116.0	133.9	112.2	144.2
alifax	124.5	123.8	119.0	132.1	117.6	124.7	116.8	141.0	127.6	127.8
aint John	123.5	123.1	119.3	130.7	115.2	128.0	120.0	131.8	129.9	126.4
lontreal	124.7	124.2	121.0	128.7	116.2	123.6	125.1	131.5	139.3	128.4
ttawa	127.6	127.0	121.9	132.8	118.2	128.8	125.8	143.4	136.8	132.2
oronto	125.5	127.2	123.2	130.3	120.5	130.4	130.9	139.4	125.6	130.3
Vinnipeg	127.1	126.2	121.9	133.3	115.1	133.0	128.4	145.7	129.4	129.1
askatoon-Regina	122.1	122.1	118.3	128.7	114.8	127.8	117.2	127.3	129.0	122.1
dmonton-Calgary	124.7	124.0	120.3	128.2	118.3	126.0	121.2	142.9	132.1	124.3
ancouver	123.1	121.8	118.2	130.3	117.2	126.9	121.1	132.8	119.2	113.4

ote: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as etween cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department o Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tabl in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all worke reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the wor stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Yea			
		Strikes and Lockouts	Workers Involved	Duration in Man-Day: Man-Days	Per cent o Estimate Workin Tim
1965	478	501	171,870	2,349,870	0.1
1966	582	617	411,459	5,178,170	0.3
1967	498	522	252,018	3,974,760	0.2
1968	559	582	223,562	5,082,730	0.3
*1969	556	585	301,954	7,736,710	0.4
*1969—May	64	125	108,563	1,099,450	0.7
June	58	133	61,407	911,680	0.6
July	33	113	70,723	1,058,150	0.6
August	44	117	74,686	1,178,780	0.8
September	29	96	61,497	1,126,750	0.8
October	37	112	73,930	1,112,570	0.7
November	33	90	49,404	402,010	0.3
December	19	67	11,719	138,290	0.1
*1970—January	17	57	8,428	102,840	0.0
February	34	70	13,551	120,990	0.0
March	31	68	16,619	166,060	0.1
April	52	97	50,469	633,900	0.4
May	54	101	88,938	1,263,830	0.9

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, May 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	2	419	420
Manufacturing	25	52	13,566	148,320
Construction	9	16	60,066	1,044,250
Transportation and utilities	8	13	10,268	58,950
Trade	4	8	214	3,460
Finance	—	—	—	—
Service	4	6	3,341	5,500
Public administration	3	4	1,064	2,930
ALL INDUSTRIES	54	101	88,938	1,263,830

Table G-3—Strikes and Lockouts, by Jurisdiction, May 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	1	160	160
Prince Edward Island	—	—	—	—
Nova Scotia	1	3	2,802	15,320
New Brunswick	—	4	246	2,870
Québec	9	21	30,465	436,430
Ontario	27	46	10,572	102,890
Manitoba	—	—	—	—
Saskatchewan	—	2	920	18,400
Alberta	3	3	368	1,730
British Columbia	6	13	33,637	640,680
Federal	7	8	9,768	45,350
ALL JURISDICTIONS	54	101	88,938	1,263,830

able G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary)

ıdustry mployer ocation	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
IETAL						
East Malartic Mines, Malartic, Qué.	Steelworkers Loc. 4796 (AFL-CIO/CLC)	259	260	5,700	Apr. 2 May 4	Wages, other benefits—Not reported
Gullbridge Mines Ltd., Gull Pond, Nfld.	Steelworkers Loc. 7311 (AFL-CIO/CLC)	160	160	160	May 13 May 14	Dismissal of one worker for cause—Return of workers
Manufacturing						
OOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	12,010	Apr. 3 —	Union recognition—
H. J. Heinz Co. of Canada, Leamington, Ont.	Food Workers Loc. 459 (AFL-CIO/CLC)	1,062	7,430	7,430	May 21 —	Wages, cost of living allowances, working conditions—
UBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,700	8,650	Feb. 27 —	Delay in signing new agreement—
Acton Rubber Ltd., Acton Vale, Qué.	Rubber Workers Loc. 480 (AFL-CIO/CLC)	476	9,520	9,520	May 1 —	Wages, fringe benefits—
EXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	3,100	7,170	Mar. 26 —	Wages—
LOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,080	5,080	Apr. 14 —	Wages, hours, working conditions—
OOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	8,500	8,500	May 6 —	Not reported—
URNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Locs. 7657 and 3292 (AFL-CIO/CLC)	519	1,220	1,220	May 25 —	Wages, union security in a first agreement—
APER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	4,420	12,330	Mar. 10 —	Breakdown in contract negotiations—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
B.C. Forest Products, Crofton, B.C.	Pulp and Paper Workers (Ind.) & Pulp and Paper Mill Workers (AFL-CIO/CLC)	790	2,370	2,370	May 27 —	Respecting picket lines of Me chant Service Guild—
Spruce Falls Power and Paper Co. Ltd., Kapuskasing, Ont.	Pulp and Paper Mill Workers Loc. 89 (AFL-CIO/CLC)	1,700	850	850	May 29 —	In sympathy with 25 workers wh were suspended—
PRINTING AND PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions (AFL-CIO/CLC)	1,197	8,380	71,820	Feb. 16 May 12	Newspapers ceased publishin operations and terminated agree ments—Wage increases, 4 week vacation after 13 years in 1970 4 weeks after 12 years in 1971 5 weeks after 20 years; other im proved benefits.
Council of Printing Industries, Toronto & Hamilton, Ont.	Lithographers and Photoengravers Locs. 35 & 242 (AFL-CIO/CLC)	221	1,330	1,330	May 19 May 27	Wages, improved health benefit and pension plan, better workin condition—Not reported.
PRIMARY METALS						
Sidbec-Dosco, Contrecœur, Qué.	Steelworkers Loc. 6586 (AFL-CIO/CLC)	450	450	6,750	Apr. 13 May 4	Wages, pension plan, vacations classification—Wage increases other improvements.
METAL FABRICATING						
Anthes Eastern Ltd., Toronto, Ont.	Auto Workers Loc. 124 (CLC)	269	5,380	9,420	Apr. 10 —	Wages—
Dosco, Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	250	—	2,750	Apr. 16 May 1	Wages, other benefits—Wage in creases, other improved benefits.
MACHINERY						
James Howden & Parsons of Canada Ltd. Scarborough, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	275	5,500	6,880	Apr. 24 —	Wages—
TRANSPORTATION EQUIPMENT						
Eaton Spring Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	389	4,670	4,670	May 4 May 21	Wages—35¢ an hr. increase first yr., 20¢ second yr., 10¢ third yr., improved fringe benefits.
Bay Trim and Accessories Ltd., Midland, Ont.	Textile Workers' Union Loc. 1698 (AFL-CIO/CLC)	318	320	320	May 8 May 8	Not reported—Not reported.
Hawker Siddeley Canada (Halifax Shipyards Ltd. Div.), Halifax, N.S.	Marine Workers Loc. 1 (CLC)	175	700	700	May 13 May 20	Disciplinary suspension of nine workers—Return of workers, negotiations to continue.
Motor Wheel Industries, Chatham, Ont.	Auto Workers Loc. 127 (CLC)	285	860	860	May 27 —	Demand condition for union business—

able G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary) (Cont.)

dustry mployer ocation	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
LECTRICAL PRODUCTS						
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	7,200	21,600	Mar. 5 —	Wages, other benefits—
Franklin Mfg. Co. Ltd. Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,500	12,750	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement—
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,600	3,120	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	9,000	9,450	Apr. 30 —	Wages, fringe benefits—
Triangle Conduit & Cable Canada (1968) Ltd., Scarborough, Ont.	Steelworkers Loc. 7276 (AFL-CIO/CLC)	171	3,250	3,250	May 4 —	Wages, improved fri nge benefits—
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	1,630	1,630	May 12 —	Wages—
ION-METALLIC MINERAL PRODUCTS						
Deeks-Lafarge Ltd. Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	13,000	24,300	Apr. 3 —	Wages, fringe benefits—
Maple Leaf Ceramics, Montreal, Qué.	FTQ	100	2,000	3,900	Apr. 6 —	Not reported—
MISCELLANEOUS MANUFACTURING						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC)	786	15,720	37,730	Mar. 20 —	Wages—
Construction						
Canadian Plumbing and Mechanical Contractors Association, Various locations, Saskatchewan	Plumbers various locals (AFL-CIO/CLC)	700	14,000	27,300	Apr. 6 —	Wages, other benefits—
Construction Labour Relations Assn., Province-wide, British Columbia	Various unions	30,000	600,000	990,000	Apr. 14 —	Wages—
Electrical Contractors Assoc. of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,400	7,040	Apr. 15 —	Wages, hours—
Richard & B. A. Ryan and others, Point Tupper, N.S.	Structural Iron Workers Loc. 752 (AFL-CIO/CLC) and other unions	2,060	2,060	14,420	Apr. 23 May 4	Jurisdictional dispute between unions—Return of workers when cease and desist order issued.
Moncton Plumbing, Bathurst, N.B.	Plumbers Loc. 512 (AFL-CIO/CLC)	100	100	500	Apr. 27 May 4	Wages in a first agreement—Return of workers pending further negotiations.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Several construction contractors, Montréal area, Qué.	CNTU & QFL	25,000	400,000	400,000	May 1 / May 25	Wages, job security—Return of workers.
Various elevator contractors, Montreal, Qué.	Elevator Constructors (AFL-CIO/CLC)	540	10,800	10,800	May 1 / —	Wages, job security—
Construction Labour Relations Assn., Vancouver-New Westminster area, B.C.	Glass and Ceramic Workers Loc. 1527 (AFL-CIO/CLC)	163	2,770	2,770	May 6 / —	Wages—
Kingston Builders Exchange, Kingston and area, Ont.	Carpenters Loc. 249 and Bricklayers Loc. 10 (AFL-CIO/CLC)	291	3,790	3,790	May 11 / —	Wages, fringe benefits—
Various construction firms, Belleville and area, Ont.	Various unions	227	2,950	2,950	May 12 / —	Wages, fringe benefits—
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	630	630	May 25 / —	Wages—
Ontario Hydro, Lower Notch Cobalt, Ont.	Labourers (AFL-CIO/CLC)	500	1,000	1,000	May 28 / —	Not reported—
Transportation and Utilities						
TRANSPORTATION						
Four trucking firms, Lake St. John region, Qué.	CNTU-directly chartered local	325	3,900	9,430	Apr. 8 / May 19	Wages, hours, fringe benefits—60¢ an hr. increase spread over 36 mo. period for hourly paid workers, $22 per week increase for office employees, reduction in weekly hours, other improved benefits.
SMT (Eastern) Ltd., Province-wide, New Brunswick	Transit Union Loc. 1229 (AFL-CIO/CLC)	108	2,390	2,850	Apr. 25 / —	Dismissal of three drivers for cause—
*B.C. Towboat Owners' Association, Various ports, British Columbia	Merchant Service Guild (CLC)	1,200	26,570	26,570	May 3 / —	Safety standards, accommodation, manning—
Toronto Transit Commission, Toronto, Ont.	Public Employees Loc. 2 (CLC)	125	380	380	May 29 / —	Wages—
COMMUNICATION						
*Post Office Dept., Ottawa, Ont.	Canadian Union of Postal Workers and Letter Carriers (CLC)	1,025	1,030	1,030	May 14 / May 15	Study sessions—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
*Post Office Dept., Montreal, Que.	Canadian Union of Postal Workers and Letter Carriers (CLC)	5,000	5,000	5,000	May 15 May 16	Study sessions—Return of workers.
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	1,700	5,470	5,470	May 26 —	Wages, job security, other benefits—
POWER, GAS AND WATER						
Nova Scotia Light & Power Co. Ltd., Various locations, Nova Scotia	I.B.E.W. Loc. 1928 (AFL-CIO/CLC)	567	12,560	15,200	Apr. 24 —	Wages—
Service						
HEALTH AND WELFARE						
Toronto General Hospital, Toronto, Ont.	Service Employees Loc. 204 (AFL-CIO/CLC)	700	700	700	May 27 May 27	Wages—Return of worke;s.
Several hospitals (private) (54 hospitals) Province-wide, Qué.	Service Employees' Federation (CNTU)	2,500	2,500	2,500	May 31 —	Wages in a new contract—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,000	9,500	Jan. 15 —	Wages, union security—
Public Administration						
FEDERAL ADMINISTRATION						
*Canada Customs Dept. of National Revenue, Windsor and Fort Erie, Ont.	Customs Excise Union	475	710	710	May 15 May 16	Holiday schedules, working conditions, grievance procedure—Return of custom officers.
LOCAL ADMINISTRATION						
City of Lethbridge, Lethbridge, Alta.	Public Employees Loc. 70 (CLC)	215	860	860	May 19 May 25	Wages, fringe benefits—Wage increases, improved vacations and fringe benefits.
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	1,020	1,020	May 28 —	Wages—

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During First Quarter of 1970

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	Per Cent of Total
By Industry* and Age Group													
14-19	1	1	—	1	2	3	1	—	—	—	—	9	5.
20-24	—	4	—	7	6	3	3	—	—	—	—	23	15.
25-44	—	10	2	13	8	13	12	1	—	2	1	62	40.
45-64	—	8	1	3	14	6	7	1	—	3	4	47	30.
65 and over	—	1	—	4	4	—	—	—	—	2	1	12	7.
TOTAL	1	24	3	28	34	25	23	2	—	7	6	153**	100.
By Industry and Occupation†													
Farmers (a)	—	—	—	—	—	—	—	—	—	1	—	1	0.
Loggers (b)	—	17	—	—	—	1	—	—	—	—	—	18	11.
Fishermen (c)	—	—	3	—	—	—	—	—	—	—	—	3	2.
Miners (d)	—	—	—	21	—	—	—	—	—	—	—	21	13.
Craftsmen (e)	—	3	—	4	18	12	6	—	—	—	3	46	30.
Labourers (f)	—	—	—	—	7	10	2	—	—	—	1	20	13.
Transport (g)	1	4	—	2	2	2	15	2	—	1	1	30	19.
Managerial	—	—	—	—	2	—	—	—	—	1	1	4	2.
Professional (h)	—	—	—	1	—	—	—	—	—	—	—	1	0.
Clerical	—	—	—	—	3	—	—	—	—	1	—	4	2.
Sales	—	—	—	—	2	—	—	—	—	—	—	2	1.
Service (i)	—	—	—	—	—	—	—	—	—	3	—	3	2.
TOTAL	1	24	3	28	34	25	23	2	—	7	6	153**	100.
By Industry and Type of Accident‡													
Struck by objects (j)	—	11	—	12	7	6	5	1	—	1	1	44	28.
Falls and slips (k)	—	4	3	6	5	7	2	—	—	1	1	29	19.
Collisions, derailments (l)	—	4	—	2	3	2	13	1	—	1	2	28	18.
Caught in, on, between (m)	1	5	—	2	5	3	—	—	—	1	2	19	12.
Inhalations (n)	—	—	—	4	10	1	—	—	—	—	—	15	9.
Conflagrations (o)	—	—	—	1	4	2	—	—	—	—	—	7	4.
Electric current (p)	—	—	—	—	—	2	2	—	—	—	—	4	2.
Over-exertion (q)	—	—	—	—	—	1	—	—	—	—	—	1	0.
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	1	—	1	1	—	—	3	—	6	3.
TOTAL	1	24	3	28	34	25	23	2	—	7	6	153**	100.
PER CENT OF TOTAL	0.6	15.7	2.0	18.3	22.2	16.4	15.0	1.3	—	4.6	3.9	100.0	

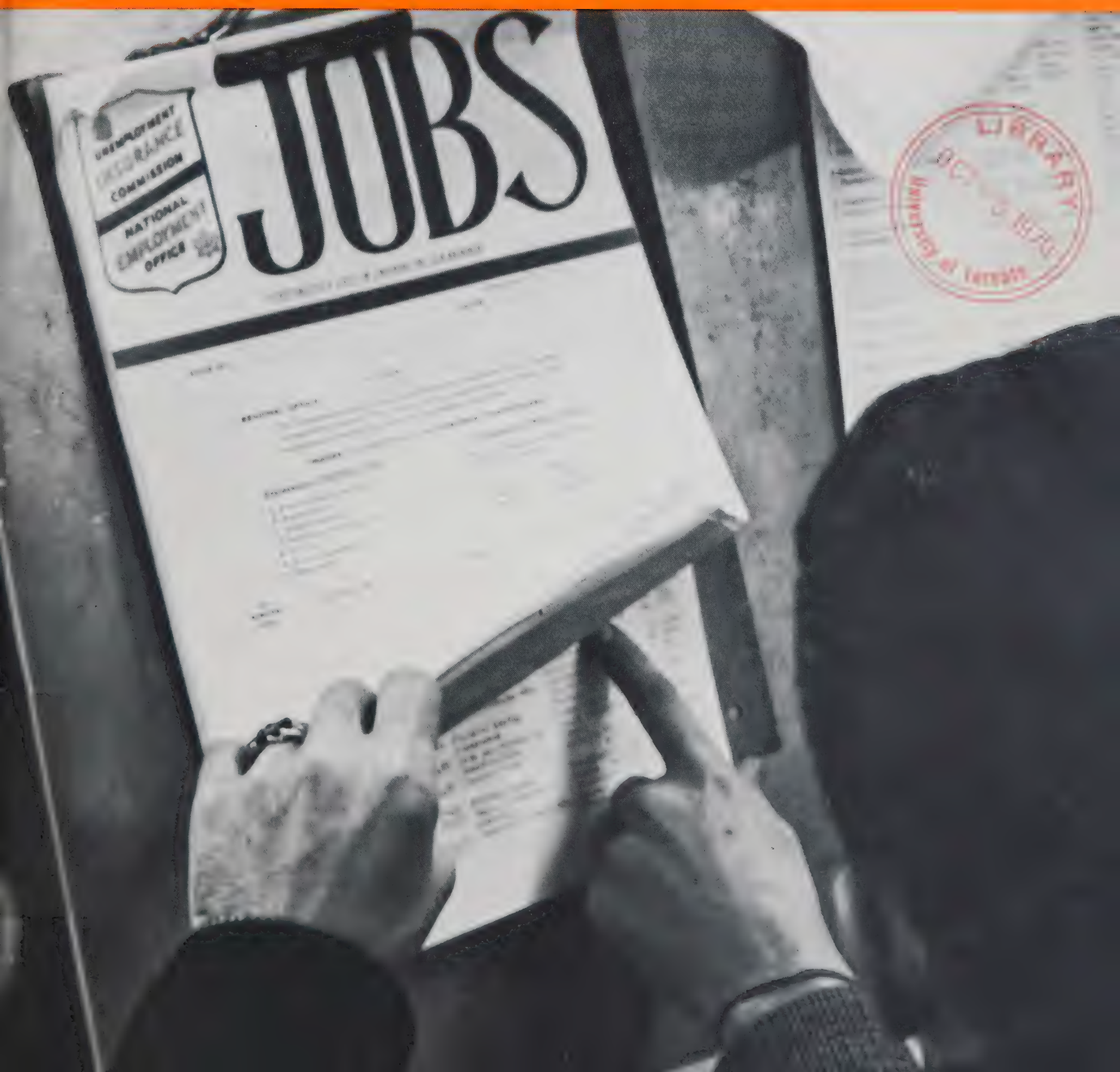
* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insuranc and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process an related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s Violence, bites, stings, etc.

** Of these totals, 146 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 7 wer obtained from other sources.

The Labour Gazette



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Canada is in an inflationary environment, but there is not much we can do about the ultimate inflationary influences, as our affairs are too closely tied with the economy of the United States. The federal Government, however, is trying to reduce and even to erase inflation by the real device of reducing effective demand and accepting higher unemployment, and by the unreal device of invoking a voluntary and self-imposed prices and incomes policy. See "Exorcising Inflation and Unemployment," by Prof. J. C. Weldon, p. 630.



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Official Journal Canada Department of Labour

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Labour Day messages

Hon. Bryce Mackasey
Minister
Canada Department of Labour

Personal involvement, whether in joining an anti-pollution league or campaigning for equal rights, is undoubtedly one of the phenomena of our new decade. In most instances, it reflects the democratic nature of our society—private individuals exercising their rights of free speech and free association.

Such involvement is, indeed, a vital factor, for only by interpersonal participation and communication can we exert fairly an influence on those who must make decisions. But it is when that involvement with those who make decisions in government becomes a partnership that the most representative—and hence the most meaningful—association is formed.

This is nowhere truer than in our industrial relationships, in which the tri-partnership of labour, management and government is so increasingly important for society as a whole. The influence of their association is felt in every sector of our economy, and by us all individually; the onus of responsibility on this partnership is for the recognition and fair representation of all Canadians, not solely the betterment of those with direct affiliation.

Only through co-operation among labour, manageme and government can we develop a strong and sta economy, and achieve the best for Canada's worki people. All of these institutions, by looking positiv for points of agreement and common goals, can m readily develop the kind of society we all want.

The Seventies will surely be remembered for perso participation by the people; hopefully it will also remembered for the growth of collective responsibil toward society.

On this first Labour Day of the new decade, may I ext sincere wishes to all members of this equal partnersh and to all who will reap the benefits of their mut co-operation.

nald MacDonald
dent
dian Labour Congress



e Canadian labour movement has been going through of the most difficult periods in its history and, unforately, there appears little hope for immediate relief. have been witnessing an effort to place on the ulders of wage and salary earners almost the entire me for inflationary pressures and high prices, of which y have actually been the victims, rather than the petrators. At the same time, as never before, the eral Government has ardently pursued policies of aordinary callousness, creating unemployment and ing the most helpless the victims of economic condis.

pite the most ardent pleas made by our organization others, the Government has failed to provide any ree of relief for the pensioners who, more than any er sector of society, have been the victims of high es. The automatic adjustment in pensions has gone than half way toward meeting the increases in living s that pensioners have been experiencing. The stice of the treatment accorded our senior citizens been accentuated by the fact that Members of Parent found time at the last session to provide themes with one of the most generous pension plans in Canada.

employment has been soaring to new heights. Famihave seen their normal income cut off, students have n deprived of the chance to earn money to finance r education; and, as always, it is the weaker members he work force who have suffered most. At a time n there has been a crying need for action to curb mployment and provide jobs, the Government has bornly insisted on pursuing its program to combat tion at the sacrifice of all else.

frequent suggestion that Canadian wage and salary ers are enjoying large incomes is completely false. average industrial worker is now earning only about 00 a year. To arbitrarily attempt to impose a flat r cent ceiling on wage and salary increases is both st and unworkable. Obviously 6 per cent means ing amounts for varying income levels; and those need the most get the least. The application of policy would simply mean a widening of the already ous gap between high- and low-income groups and ld multiply the disparities that already exist. At same time others, apart from wage and salary ers, are being left free to reap what profits they from the prevailing economic situation. Consumers inue to pay high prices while efforts are made to stifiably limit their incomes.

The Canadian Labour Congress has consistently agreed to meet and engage in discussions with representatives of the Government and the Prices and Incomes Commission. That is still our position, and we stand prepared to participate fully in any reasonable and equitable program to combat inflation. The role that the Canadian Labour Congress has been forced to take in the present economic situation demonstrates the continuing importance of strong organizations to represent the interests of working people. Without such representation they would be helpless.

At the same time, it should not be assumed that the interests of organized labour are confined entirely to economic matters. The Canadian Labour Congress, at its biennial convention, held in Edmonton last May, charted a course for the Canadian labour movement that, we are confident, will enable us to make an increasingly important contribution to many aspects of Canadian life.

Despite the tremendous advances that have been made in many fields, life has become increasingly complex and disparities have grown. It is an ironic fact that in spite of technical achievement and affluence for some, pollution and poverty have become our most serious problems. The opportunity to provide a better life for all Canadians, and to contribute to the betterment of all mankind, was never greater than it is today; but we can only accomplish this by working together to establish an equitable and fair distribution of the benefits that are within our reach.

Charles Smith
Chairman
Canadian Railway Labour Association



As we again recognize Labour Day, the official holiday dedicated to all working people, it is my pleasure to extend greetings from the Canadian Railway Labour Association.

One cannot help being concerned by the obvious deterioration in the relationships between management, labour and government. It is difficult indeed to be optimistic when conflicting opinions generate a climate of bitterness between leaders, and frustration and anxiety in the rank and file union membership. The majority of our railway unions are rapidly approaching the termination date of their contracts, and what could be the most exacting and complex period of negotiations ever to confront them.

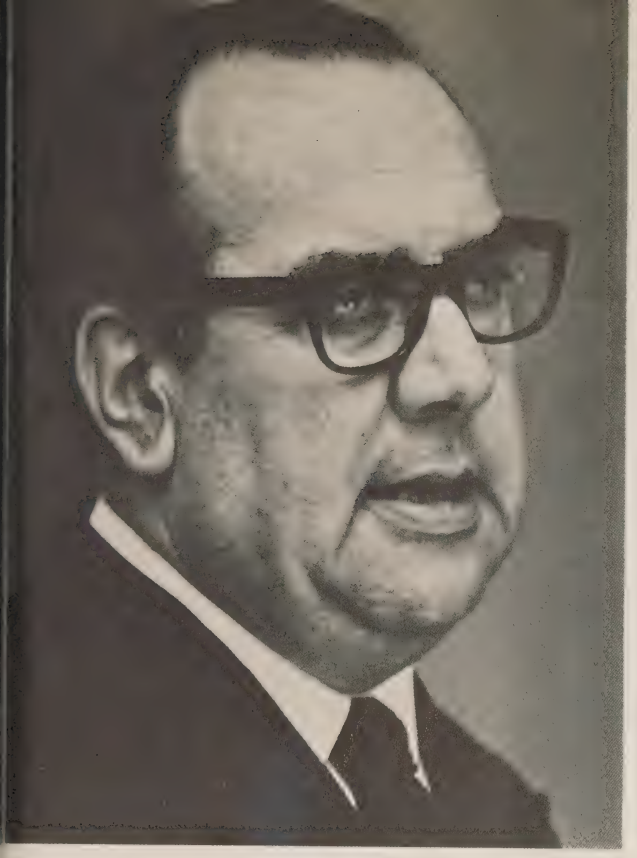
Never in the history of our unions has it been more essential that action be co-ordinated; solidarity is vital if our efforts to obtain a justifiable settlement of contract issues is to prevail against those who would divide and conquer. **The attempt to make labour the scapegoat for inflation has been vigorously rejected; we shall never agree that any government should be allowed to usurp the right of free collective bargaining by restraining wages while permitting other income and unearned income to run free.**

A policy that has for its objective the deliberate creation of unemployment as a means to fight inflation is despicable in a country such as ours. As one travelled the highways this summer, it was discouraging to note the hundreds of young people hitch-hiking across the country looking for work—no place to sleep when they reached the cities, and no hostels provided as in other countries. These are the youth of our country who should be actively employed producing the schools, hospitals and homes so urgently needed.

How can one subscribe to such a negative policy—one which says it is better to keep them trudging the highways, out of work, in order to fight inflation—and at the same time take note of the excessive profits of our banks and other financial institutions? The youth of today will not long tolerate such conditions; they hav the right to education, and the right to an opportunit to enter the productive labour field when they reac maturity so that they can attain the dignity of self-sup port.

Surely the Government should strive for this objectiv rather than castigating labour for refusing to give u the right of free collective bargaining. **Unemployme is the major problem today, particularly the lack of jo opportunities for the youth of our nation.**

On this Labour Day, may I suggest that managemen labour and government accept their responsibility t youth by embarking on a realistic program to provid full employment opportunities for those students no entering the labour field.



Marcel Pepin
President
Confederation of National Trade Unions.

They say that you can get used to anything; but in my case, there are certain things that still astonish me—for example, when I read in the newspaper that we cannot assist the poor at this time because we would run the risk of stepping up inflation.

If an organization like the Montreal Board of Trade has the audacity to make such a statement before the Finance Committee of the House of Commons, then the time to stop frightening the public over inflation is already past. The situation has reached the point where anything at all is being excused under the pretext that we are fighting inflation.

By this means, we justify a 20 per cent rate of unemployment in certain poor areas of Québec and the Maritimes, as well as 6 per cent guidelines for wage increases; and before long—as the statement of the Montreal Board of Trade implies—workers who do not have even the means to feed, house and clothe themselves will be asked to make even greater sacrifices.

You cannot convince workers doing their weekly food shopping—and who do not even earn enough to warrant a bank account—that they are the ones who are driving up prices for they are the wage earners who make up the majority of the population. Statistics put before the Senate's Standing Committee on Finance show that 56 per cent of Canadian taxpayers earned less than $5,000 in 1967.

The only effective means of combatting inflation is to take steps at the level of those who set prices. As long as the Government refuses to freeze prices, and continues to weary the public with its theories about inflation—which no working person believes—prices will continue to rise.

No wage earner takes seriously the steps the Government claims to have been taking over the past year to check inflation. On the contrary, he believes that the powerful machinery set in motion by the Government last year, the Prices and Incomes Commission, far from halting rising prices, will simply slow down wage increases.

We all realize that today the law of supply and demand has hardly any effect on the level of prices, that the latter are in fact set by the large corporations, which can, to a great extent, control the levels of both production and consumption. The proof of this lies in the presence, in stores in cities everywhere, of the "suggested retail price" tag that the manufacturer places on many commonly used products.

These large companies, which set production, consumption and price levels to suit themselves, would like to be able to do the same for wages, and thus ensure themselves of complete control; the unions, however, prevent them from exercising the control over wages

that they wield over production, consumption and prices. It is for this reason that large companies in Canada and the United States lobby the Government to set wage-increase guidelines that unions must not exceed during contract negotiations.

Because the Government must find some excuse for setting wage increase guidelines in order to have some chance of getting them accepted, it seizes upon the phenomenon of inflation to justify its actions. This sums up the whole story of the Prices and Incomes Commission which, following a clever publicity campaign on inflation, ventured to propose a 6 per cent guideline for wage increases this year (a bit less for next year)–a guideline endorsed by the federal Government at the Finance Ministers' conference on June 5 and 6.

In plain language, what this means is that the big companies that control production, consumption and prices have determined that wage increases shall not go beyond 6 per cent. Inflation has nothing to do with this decision. At the time it was made, the newspapers were telling us that, according to the Dominion Bureau of Statistics, **Canadian exports rose 16 per cent in the first half of 1970 while imports increased by only 1.8 per cent—making a trade surplus of $1,246,100,000. If our exports ar doing this well, inflation cannot be as dangerous as i is made out to be, because foreign countries would no be buying Canadian goods if our prices were too high.**

As it is the function of the Government to look afte the well-being of the nation, it is high time the Price and Incomes Commission were transformed by th Government into a "full-employment commission," a the CNTU itself suggested in March.

I hope that, in the months ahead, the Government wil recognize the right of all citizens to work, and will ceas to accept unemployment as a necessary evil in ou society. If this does happen, large segments of the popu lation that have lost all confidence in the very institutio of government will take fresh heart and look forwar to living like human beings. If it does not happen, thos who are so shocked by the frequent expression of dis content will find that there are surprises yet to come.

News briefs

A profile of Canada's manpower requirements in 1975 has been produced by the Program Development Service of the Department of Manpower and Immigration as one of a series of studies to aid in the planning of manpower policies and programs. The study makes projections for 1975 of manpower requirements by occupation for the whole of Canada and for each of the five economic regions. It estimates the quantity of additional manpower that will be needed to meet the projected demand in 1975.

The main results of the study indicate an increase i employment in the service industry and a decline i employment in primary industry in all regions. Emplo ment in mining, and in forestry in some regions, ma increase because of new developments and discoverie The need for additional manpower will be greate among craftsmen and related workers, and in profe sional and technical occupations, followed by servic recreation and clerical manpower. The 315-page publ cation, available in English and French, may be ob tained through the Queen's Printer.

■ **Grants totalling $36,500 for 14 research projects were announced by the Canada Department of Labour for 1970-71.** Projects to be supported are determined by a joint committee of labour department officials and representatives from universities and other Government departments. The grants were awarded to: Gilles Blais, University of Sherbrooke, $2,500, to study collective negotiations by teachers; Brian M. Downie, Queen's University, $3,000, for a study of wage determination in the Ontario secondary school system; Innis M. Christie, Queen's, $3,500, for a comparative study of Canadian and American federal systems in relation to industrial conflict; Pradeep Kumar, Queen's, $2,000, to study manpower shifts and their effects on the wage structure in Canada, 1946-1968; Shoukry D. Saleh, University of Waterloo, $3,000, to develop a job attitude scale; Donald D. Carter, Queen's, $3,000, for a legal study of unfair labour practices; P. A. Della Valle and R. Greene, University of Windsor, $2,500, for a study of regional factors in wage determination; Edwin Belyea, University of British Columbia, $2,000, to study the "need-satisfaction" of workers on and off the job; Robert J. Carew, Queen's, $1,000, to study the tripartite arbitration board in Ontario; Terry R. Colli, UBC, $1,000, for a study of the industrial wage structure in British Columbia, 1949-1966; Alan G. Worthington, Trent University, $2,500, to study scaling employee-management attitudes; L. M. Tremblay, C. D'Aoust and L. Roback, University of Montreal, $5,000, to analyze union development in Québec since 1939; S. Goldenberg, McGill University, $3,500, for a study on collective bargaining in Québec's public sector; and Victor V. Murray, York University, $2,000, for an examination of grievance procedures in Great Britain.

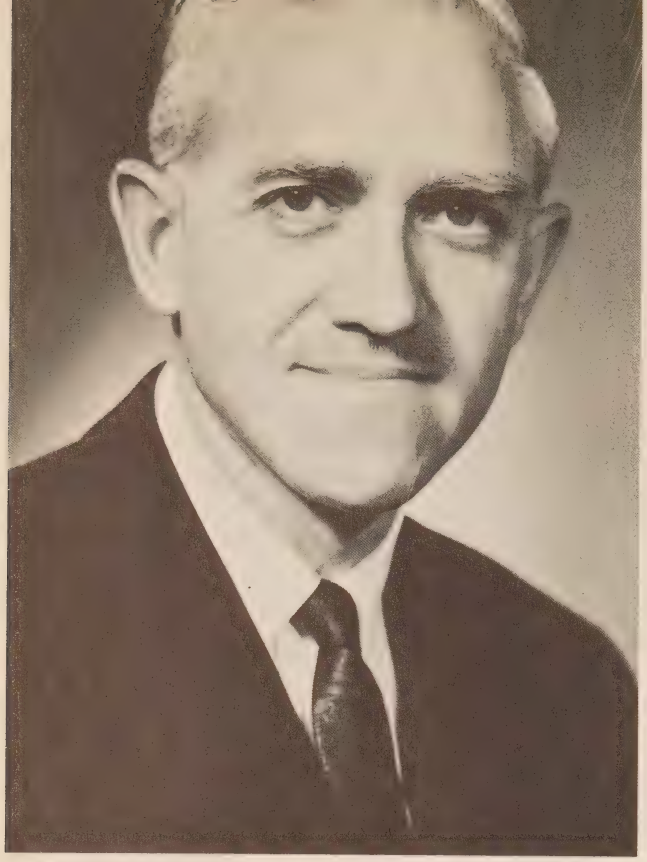
■ **Goods and services produced by union members in Canada will be shown in the first Canadian Union Industries Show to be held at Kitchener, Ont., October 3-7.** "All too often, public attention centres on the differences between labour and management," CLC President Donald MacDonald said, in announcing the exhibition. "As a result, there is a failure to recognize the tremendous accomplishments that come only as a result of labour and management working together—as they do in thousands of factories, stores, offices and other places of employment across Canada every day of the week.

"The exhibition will provide an opportunity for companies that qualify as fair employers to display their goods and, at the same time, it will be a demonstration of the successful achievements of Canadians. There is sometimes a tendency to downgrade that which is Canadian. This exhibition is going to prove that such an attitude is unjustified." The exhibition is being sponsored by the Canadian Labour Congress, and both companies and unions from all parts of the country are being invited to participate. It is expected that the displays will provide a representative cross-section of Canadian-made goods and services. Site of the exhibition will be the Kitchener Memorial Auditorium, and admission will be free.

■ **A new commuting allowance for eligible trainees in the Canada Manpower Training Program has been announced.** It will make the program more flexible and adaptable to the needs of Canadian workers. The Department already provides a supplementary allowance for adults who must take up temporary residence in another community in order to take their training. There are many instances, however, where adult trainees could, and would prefer to, commute if they could be reimbursed for the cost of daily travel.

The new commuting allowance will assist in defraying the cost of daily transportation from the trainee's home to his school when such costs are more than 70 cents a day. The maximum of the allowance will be $23 a week, which is equivalent to the present living-away-from-home allowance. This new measure, effective July 1, 1970, is expected to remove an important barrier to training for many adult workers who cannot leave their families to take such training. It will also help to ensure that available training is fully utilized.

■ **A labour-management conference is being held on October 19 at Dalhousie University, Halifax, N.S.,** to discuss labour-management communications. The conference is sponsored by the Canada Department of Labour, the Nova Scotia Joint Labour-Management Study Committee and the Nova Scotia Department of Labour. Keynote speaker is Prof. Roy Brookbank, former Chairman of Dalhousie's Department of Commerce. Registration fee for the one-day conference is $3.



Dalton Bales

■ **A series of amendments to the Ontario Labour Relations Act designed to achieve a balance between labour and management, and a plan to permit employer associations to be accredited as bargaining agents in the construction industry were introduced in the Ontario Legislature by Labour Minister Dalton Bales in June.** The new Bill guarantees strikers their jobs for six months, with the right to return to work only if the job is still in existence and work is available; it also makes unions and companies liable to pay damages for illegal strikes and lockouts; it permits construction companies to form their own "unions" to bargain with powerful building trade unions, and it provides a "bill of rights" for union members. The legislation allows the Ontario Labour Relations Board to order workers back to work in an illegal strike in the construction industry, and it provides for the setting up of an industrial inquiry commission to study wage disputes.

The amendments exempt workers from paying union dues on religious grounds, provided that they make an equivalent payment to an approved charity; and make it easier for a union to gain certification election but also permit workers to vote for "no union" and give union organizers the right to go on company property to organize workers. It now becomes an unfair labour practice for a contractor to break his association's lockout and sign a union contract. Another amendment is designed to protect the whole construction industry from getting tied up because of a dispute that involves only part of it. In addition, striking employees would be forbidden to work for other firms not involved in the strike. Fines for violation of labour laws are increased from $100 to $1,000 for an individual and from $1,000 to $10,000 for a company. To promote more efficient operating methods, other provisions of the bill call for the recognition of "mixed crews" instead of adhering to strict craft lines on construction jobs. It now designates one employer to get around the maze of ownership in the construction field, which in the past has foiled union efforts to organize a group of workers because of their difficulty in identifying their employers.

The Bill provides for the establishment of a new arbitration process to determine damages resulting from illegal strikes and lockout where there is no collective agreement in existence, and it empowers the Labour Minister to order special inquiries into strikes that are lengthy and harmful to the public interest. Other amendments provide that a certification vote can be conducted if 35 per cent, instead of the present 45 per cent, of workers ask for one. The requirements for certification without a formal vote are changed from 55 per cent approval of the employees to 65 per cent, and no worker can lose his job as a result of being thrown out of the union over "legitimate form of dissent."

■ **Ontario has increased its minimum wage rates.** The general rate will be increased from the present $1.30 an hour to $1.50, effective October 1, and to $1.65 on April 1, 1971. The construction industry rate, currently at $1.55, will be increased to $1.75 and to $1.90 on the same dates.

■ **The United Auto Workers is moving its Canadian regional headquarters from Windsor to Toronto after more than 30 years in Windsor.** The largest concentration of the UAW's 125,000 Canadian members is within a short radius of Toronto. When the move is made at the end of September, the office will have a staff of about 35, including the national staff from Windsor and the staff members now in the Toronto organizing office and the Toronto district office. A district office will be maintained in Windsor to serve the 20,000 UAW members in that area. Canadian Regional Director Dennis McDermott said that the move will lessen the dependence by the Canadian district on the UAW headquarters in Detroit.



C. H. Millard

C. H. "Charlie" Millard was awarded a doctorate by Waterloo Lutheran University at the university's convocation, May 24. Mr. Millard was the first Canadian Director of the United Steelworkers of America, and probably accomplished as much as any other labour leader to establish a clear Canadian identity in the organized labour movement.

One of the key figures in the struggle to establish the CIO in this country, he was the first president of UAW Local 222 in Oshawa before taking over the leadership of the Steelworkers in 1942. In 1943, he was elected to the Ontario Legislature as a CCF member for West York. He resigned as Canadian Director of the Steelworkers in 1956 to take on the new and arduous assignment of first Director of Organization for the International Confederation of Free Trade Unions, with headquarters in Brussels. Although he is now retired, he is still leading an active life with many interests.

Mr. Millard was one of the three trustees of the Canadian maritime transportation unions appointed by the federal Government in 1963 (L. G. 1963, p. 1091).

A survey of adults who have taken Canada Manpower Training courses indicates that graduates more than double their prospects of getting a job, and increase their earnings potential by at least 12 per cent. A report on the survey, which involved 83,193 persons who completed full-time courses in public institutions between January 1 and September 30, 1969, was tabled in the Commons in June by Manpower and Immigration Minister Allan J. MacEachen. The survey—part of a continuing study of the experiences of Canada Manpower trainees—shows that: 75 per cent of those who finished training and looked for work were fully employed within three to four months. Only 31 per cent were employed when they entered courses; men increased their average earnings by $43 a month, and women by $47 a month. This was a gain of 11 per cent over pre-training earnings for men, and a 24 per cent gain for women. Seventy-one per cent of those who took skills training found jobs in occupations closely related to their training; 97 per cent of those who replied reacted favourably when asked whether they thought their courses worthwhile; and 85 per cent of those who were working said that their courses had proved to be of at least "some help" in their current job. Two thirds found it "quite a bit of help."

Mr. MacEachen said that the results are encouraging, and demonstrate that the Canada Manpower training courses make a positive contribution to the higher productivity and income security of Canadian families. He said that his Department's continuing review and evaluation of the effectiveness of the training program for adults is believed to be the most comprehensive of any country. Every person graduating from a full-time skill training course at a public institution receives a follow-up questionnaire, three to four months after completing his course. Every fourth person graduating from a basic upgrading course also receives a questionnaire.

In noting the higher proportionate wage gains for women, MacEachen said that one of the great virtues of the training program is that it is tending to equalize opportunity for women who, prior to training, had substantially lower earnings. This was true for both women taking skill courses and those in basic upgrading. "These results indicate that—particularly in the case of women—improvement in the basics, like arithmetic, science and language proficiency, can alone lead workers to a more rewarding job and bring about a substantial increase in productivity and earnings," he said. "Nonetheless, trainees who go on to further skill development can, judging from the results, expect an additional increase in earnings. Both men and women completing skill courses showed substantially higher earnings after training than those taking upgrading courses."

MacEachen stated further that 16 per cent of those who graduated from basic upgrading courses reported that they had gone on to take additional training in a Canada Manpower course. More than three quarters of those who entered skill courses were able to do so without prior upgrading. About 320,000 persons were placed in training under the Canada Manpower Training Program in the 1969-70 fiscal year.



R. D. Blackburn

■ **R. D. Blackburn has been appointed Director of Financial and Management Services, Canada Department of Labour.** Formerly Acting Director of the Branch, Mr. Blackburn will be responsible for providing financial advisory support to departmental management. Before joining the Department of Labour in February 1968 as chief of the Financial Services Division, he was a financial and management advisor with the Department of Defence Production. Before that, he was with General Concrete in Hamilton for four years, and for three of those years he was comptroller of an associate company, Capital Concrete.

■ **Labour Minister Bryce Mackasey has announced 12-month extension of the federal Government's Transi tional Assistance Benefit Plan for auto and auto part workers displaced as a result of the Canada-Unite States Automotive Agreement.** The extension means tha a layoff can now be certified as coming under the term of the program up to July 3, 1971. Assistance to firm in the industry under the loan program has also bee extended to July 3, 1971.

The Adjustment Assistance Board, set up by the federa Government to assist the industries' transitional adjust ments, determines whether an employee's layoff resulte from the Automotive Agreement. The Board must b satisfied that the layoff affects 50 employees or 10 pe cent of the work force, whichever is less, in the firm o plant involved, and that the layoff will last at least fou weeks.

Regardless of when a layoff is certified up to July 3 1971, all eligible workers will be covered by the standar three-year period, starting at the date of their layo in which the T.A.B. benefits may be received. In effec this means an employee's entitlement to T.A.B. remain in effect until it is exhausted, up to the new expiry dat of July 3, 1974. T.A.B. and Unemployment Insuranc benefits together range from 62 per cent—plus an addi tional 2½ per cent for each dependent—to a maximur of 75 per cent of an employee's previous earnings.

.abour relations round the world

When women do work that is "substantially similar" work done by men they must be paid identical wages, ie U.S. Supreme Court says. The Court made its stand ear recently when it refused to review a lower court ling that the work itself need not be identical. As the upreme Court action concerns the first equal pay case ought before it, the decision is ranked as a judicial ndmark.

he workers directly affected are 230 women at the Vheaton Glass Company of Millville, N. J. The case as brought to court by the U.S. Labor Department, eking compliance with the Equal Pay Act of 1963, hich provides that men and women performing work nder similar conditions must receive the same pay for bs requiring equal skill, effort and responsibility. The mpany's contention that the jobs of men and women ave to be identical to merit the same pay was rejected y a Federal Court of Appeals. The company then ppealed to the Supreme Court, which declined to hear e case, allowing the lower court's ruling to stand.

s in other cases determining a fair rate of pay accord- g to federal standards, the Wheaton case called for troactive compliance with the law. The Government stimated that the 230 women workers were entitled at least $250,000 in back pay, plus an increase of 1½ cents an hour to equalize their current pay.

A Ford Foundation grant will be used to establish City-County Labor-Management Relations Service in e U.S. to train local government officials in collective rgaining and explore methods for resolving disputes ith public employee unions. The creation of the service flects the growing realization of the need to instruct ficials of local governments on the rights and responsi- lities of management and employees in a situation ew to many of them. The service will not enter directly to labor disputes but will attempt to educate urban dministrators in the collective bargaining process.

■ **White- and blue-collar workers have united in England to form the Amalgamated Union of Engineering Workers with a total of 1,364,011 members.** Those who voted in favour of a merger are members of the Draughtsmen's and Allied Technicians' Association, the Constructional Engineering Union, and the Amalgamated Union of Engineering and Foundry Workers. The new union will operate more as a federation than as a unified body, and each of the four sections will retain its own officials and rule books. They will be unified only for expressing views on general policy. The merger still leaves the 71,000-member National Union of Vehicle Builders as the only major independent union in the British engineering industry.

■ **A new International Trade Secretariat was born in Folkestone, England, this past June with the merger of the International Textile and Garment Workers' Federation and the International Shoe and Leather Workers' Federation.** The new organization—to be called the International Textile, Garment and Leather Workers' Federation—comes into being with a membership of nearly four million workers in 81 affiliated unions spread over 40 countries.

■ **The United Electrical Workers, who represent all non-salaried employees at Antioch College, Yellow Springs, Ohio, have won an agreement with the college providing half-cost tuition in college courses for all employees with six or more years service.** Spouses and children also are entitled to half-cost courses. Antioch is a college where students follow a program of alternating periods of work and study, instead of the usual pattern of four academic years.

■ **A study of total compensation for U.S. workers for the years 1966 to 1968 shows that pay plus benefits for an hour of work averaged $3.89 in 1968, an increase of 13.1 per cent or 45 cents from the revised 1966 level, the U.S. Labor Department's Bureau of Labor Statistics reports.** Total compensation includes cash payment for straight time, plus pay for vacations, holidays and other leave, and expenditures made by employers to finance a variety of legally required and private insurance and welfare programs for their employees.

The major component of compensation, pay for working time, accounted for 82.8 per cent of the total. At $3.22 per hour of work time in 1968, it was 13 per cent, or 37 cents above its 1966 level. Employer expenditures for retirement programs represented 6 per cent of compensation. At 24 cents an hour of work, this was the second largest element of compensation. A boost in these expenditures between 1966 and 1968 was evenly divided

between Social Security and private retirement plans that accounted for 54 and 46 per cent, respectively, of the total retirement program expenditure.

Pay for leave—except sick leave—contributed 5.3 per cent of the compensation. These payments moved up 16.7 per cent from their 1966 level to 21 cents a work hour, 12 cents of which went for vacations and most of the rest for holidays.

Employer expenditures for health and insurance programs—including workmen's compensation—amounted to 3.7 per cent of compensation. At 15 cents a working hour these expenditures were 25 per cent higher tha in 1966, reflecting increased costs as well as improv ments and extension of coverage. Among other elemen of compensation were unemployment benefit program 0.9 per cent, and savings and thrift plans, 0.2 per cent.

In manufacturing industries, the level of compensatio was $4.21 an hour, exceeding the 1966 level by 12 p cent or 45 cents. In non-manufacturing, compensatio was lower, $3.70, but it showed a slightly larger increas 14.6 per cent or 47 cents. Pay for working time manufacturing was $3.41, up 11 per cent, or 34 cent from 1966; in non-manufacturing, it was $3.11, a ris of 15 per cent, or 40 cents, over the 1966 figure.

50 years ago

Penalties for heroism, solution to political impotence, reinforcement of business scruples, vacations with pay, escape from three years before the mast, and child labour were among the subjects dealt with in The Labour Gazette of September 1920.

■ **Would-be heroes were advised to reconsider risking life and limb. A coal miner who, while off duty, helped put out a fire on the premises where he worked and was injured as a result was denied compensation.** The fire had occurred in a small lamphouse used for overnight storage of explosives to be used in the following day's blasting. Although the plaintiff claimed that his superiors had ordered him to help in the emergency, it turned out that he had in fact volunteered his assistance. Although his action had been self-sacrificing, and although the company was responsible for putting the explosives in a dangerous location, the Supreme Court of the province held that the plaintiff had placed himself in a position of danger, and the company could not be held liable.

The vigilant eye of labour had lit upon another vast area of unresolved inequality. The time had come, declared labour writers of the era, to breach the mystique of the majority vote and broadcast the facts—that labour parties were winning the majority of votes and receivin the minority of seats. What was needed in their opinio was proportional representation. Only if such a syste was implemented could any degree of fair play be en sured where political and economic questions inter wined. Writing in the **Labour Day Review,** Ronal Hooper referred to the example of the last genera election in Great Britain. The Labour Party ha polled 2,292 votes to its opponent's 102 votes in contest ed constituencies in that election, and presumabl should have received 120 seats for those constituencie alone. In fact, it controlled only 59 seats out of the tota number of constituencies. Enraged at the political impo tence forced upon the Labour Party by the majorit vote system, and further incensed by the new Govern ment's refusal to implement the Spanky Coal Commis sion's recommendations for nationalization of the coa mines, certain groups within British labour ranks fa voured "direct action," such as industrial strikes. At th British Trades Union Congress's convention in Sep tember 1919, however, the delegates voted to worl through recognized channels and to press for "the pro portional representation of all opinions and interests b means of the single transferable vote, with constituencie returning at least five members."



■ **Reference to the working model of proportional representation in Winnipeg was also made. The system had been introduced in the last general election in Manitoba. Labour had polled 42.5 per cent of the valid first-choice votes and had received four of the 10 seats available.** A writer in **Western Labour News,** summing up the results of the election, stated unequivocally: "There is no doubt at all but that the proportional system applied over the whole city greatly assisted the cause of labour. It enabled labour to present a solid front to the enemy. Differences within the ranks could express themselves in fights for position without prejudice to the general combat."

■ **The law sided with the plaintiff in an action against an unscruplous insurance company.** A workman at a mine in Québec was injured while on duty, and was totally disabled for more than six months. Instead of applying through the normal channels for workmen's compensation, he was presuaded by a representative of the insurance company involved in the case to sign an agreement for a settlement of $63. Realizing his gullibility, the man later refused to accept the $63, and he sued the company for $270 under the law covering industrial accidents, requesting at the same time that the first agreement be declared null and void. The company, to its credit, did not invoke the earlier settlement in its presentation, but limited itself to a defence based on the plaintiff's allegations. Nonetheless, the Superior Court for Québec awarded the workman $225 and officially negated the original agreement.

■ **To a world where the four-week paid vacation has become less than novel, a reminder comes from the past. Fifty years ago, only 18 per cent of 624 plants surveyed in the United States were allowing even a one-week paid holiday to regular employees.**

The length of holidays was determined by the length of service. In the case of one company, a standard example, those employed for a year had the right to a one-week vacation; those with the company for six months were given three days; and those with less time on the job had to wait until the following year for a holiday. More than one day's absence in a month, except for sickness or death in the family, reduced the vacation period by half a day for each extra day absent. Pay for the vacation period was based on a worker's average earnings, minus overtime pay, in the previous three months.

■ **Sailors on foreign ships entering American harbours were to be protected by American justice.** A British seaman out of Liverpool on the **Strathearn** brought suit against his employers for half his wages when he landed at Pensacola, Florida. His contract had bound him to complete the voyage back to Liverpool within three years before any payment was made. When the case finally reached the Supreme Court of the United States, the defendant claimed that a contract legally signed in a foreign country could not be cancelled in the United States. The Court disagreed with that assumption. It declared that the U.S. Government must determine upon what terms and conditions vessels of other countries would be permitted to enter its harbours, impose conditions on the shipment of sailors in its ports, and make those conditions applicable to foreign as well as domestic vessels.

■ **Sweatshops were still populating their workbenches with child labour in the middle western United States.** Child labour was, in fact, reported on the increase in these states; the Texas State Labour Commission had reported an increase of 10 per cent over the previous year. Minnesota officials stated that child labour had nearly doubled in their State, especially among the children of clerical workers. The high cost of living, and its effects on the home, the discovery that women and children were ideal sources of cheap labour, and a hangover of indifference and neglect toward working conditions from the war years were all cited as causes.

■ **New unemployment insurance laws had just been passed in Italy and Austria to revamp existing statutes and to replace a heavy emphasis on ad hoc measures.** In Italy, the managing bodies were provincial committees composed of representatives of both employers and employees, with a magistrate to act as chairman. A fund drawing on contributions by employers and employees as well as the Government was set up; it was expecte to draw in 200,000,000 lire a year, sufficient to suppo permanent unemployment of one tenth of the insure group. Workmen and other employees who received les than 350 lire a month were obliged to contribute, bu persons under 15 or over 65, those working at hom domestics, public employees and voluntary workers wer all exempt.

No benefits were paid to those on strike or locked ou Seasonal workers were excluded unless they had mad special contributions for such an emergency. Once di missed from work, an individual was obligated to repo his unemployment the next day. Only on the eigth da however, would he be eligible to receive benefits, an even then he would receive them only if he had mad a minimum of 24 contributions to the fund in the tw preceding years. If 24 to 36 payments had been mad the worker was allowed up to 90 days of benefits i a single year. If he had made more than 36 contribu tions, he was then permitted up to 120 days of insuranc benefits. These benefits would be forfeited if the worke should fail to accept work offered in his own trad without adequate justification, or if he was declared b his local committee to be lazy or intemperate.

In Austria, only those who had worked for at least 2 weeks in the preceding year could apply. Should worker quit his job suddenly and for no good reaso he would not be able to claim benefits until four week had elapsed. Those who had received benefits for eigh weeks and who could find no work in their own trad were obliged to accept employment in another trad the necessary training being provided. As in Ital benefits did not begin until the eigth day of unemplo ment, but the benefit period in the year was less— weeks, with special extension only for an addition eight weeks. What you received depended on the dai sickness benefit in the last job where you were compu sorily insured. Unmarried workers in all categori would receive 60 per cent of that amount and marrie workers 80 per cent. Under the current economic cond tions, these percentages were allowed to extend to 7 and 100 per cent.

Unemployment insurance in the 70s

The rewards of economic growth should be directed ot only toward the individuals who have had the op-ortunity for a good education, a well-paid job, a two-r garage and a home in the country. They are also r the widow or divorcee who has to raise her children one on minimum wages earned working long hours an inner-city garment factory; for the youth who has d to drop out of school to help his family and now ds his particular skill no longer needed in a sophisti-ted economy; and for the man over 40 who is jobless, ot because he is untrained, but because in our youth-ented society he is considered too old," says the white per on unemployment insurance. The paper, titled **nemployment Insurance in the 70s,** was tabled by bour Minister Bryce Mackasey in the House of Com-ons on June 17.

The proposals contained in the white paper confirm e desire of this Government to promote social policies at build the country, not simply for progress, but for ople—people who must be adequately nourished, ople whose potential must be met and whose children ust be well-educated; and, above all, people who must ve jobs. The new emphasis will be on individual evelopment coupled with adequate income support," said Mr. Mackasey in tabling the white paper. The plan will feature universal coverage, lower entrance requirements, higher benefit payments, coverage of sickness and pregnancy, interviews and lower rates.

Coverage

There will be no salary ceiling under the new plan, and nearly all employees will be insured. Contributions, however, will be levied only on the first $150 per week. More than 1,160,000 persons will be added to the unemployment insurance plan. This will bring the number covered to about 6,500,000, or 96.3 per cent of all employees in the work force. The self-employed are excluded, but occupation will no longer be a key issue in coverage. For purposes of definition, anyone earning $25 and over a week will pay contributions for that week. Part-time work will also be insured under the new plan, provided that at least $25 per week is earned.

Eligibility and benefits

A person insured under the plan is entitled to benefits: if he has experienced an interruption of earnings and is therefore unemployed; if he is capable and available for work; and if he is unable to find suitable employment. Interruption of earnings includes maternity, retirement and sickness. Under the new scheme, barriers to eligibility for benefits have been lowered in order to include a far wider range of employees. A person with 20 weeks employment or more during the last 52 weeks qualifies for both regular and special unemployment benefits. Those with as little as 8 weeks employment in the past 52 weeks will receive some benefits.

Benefit payments will be at least 66⅔ per cent of weekly earnings. There will, however, be a ceiling of $100. At present the ceiling is $53. During the later stages of the benefit structure, rates will be increased to 75 per cent of earnings for persons with dependants and who are still unemployed. The upper limit, however, will remain $100 a week. All unemployment insurance benefits will be taxable.

There are five phases in the benefit structure. Should a person have employment of 20 weeks or more in the past 52 weeks, he is entitled to all five phases of regular and special benefits, provided that he meets the other conditions. An attachment of 8 to 19 weeks entitles a person to only three phases of regular benefits.

At the beginning of Phase 1—that is, after a two-week waiting period—those who qualify will receive a three-week payment. If the person finds a job within the three-week period of this phase, he is entitled to keep the entire payment regardless of when he became re-employed. Phase 2 is for those who have completed Phase 1 and are still out of work, as well as for those who are not eligible for Phase 1 and are entering the benefit structure for the first time. Extent of benefits depends on the number of weeks between 8 and 20 spent in the work force. A light interview at the beginning of the phase will channel the unemployed person to Canada Manpower Centres and other government services in order to assist him to be reabsorbed into the labour market. During this phase the claimant must show he is capable and eager to be re-employed. A more intensive interview toward the end of the phase will determine how well the individual has taken advantage of the services and whether they were effective. These interviews are designed primarily to help people but they will also serve to identify persons who should not be receiving benefits.

Phase 3 is related to the national unemployment rate. Persons who have completed Phase 2 receive 10 weeks benefits if the rate is 4 per cent or less, four additional weeks if the rate is between 4 and 5 per cent, or 8 additional weeks if the rate is over 5 per cent. Phase 4 is related to the length of time spent in the labour force by the claimant. If the individual has been in the labour force for 20 weeks or more, he is eligible for up to 18 weeks of benefit payments provided that he meets the other conditions. Phase 5 is related to labour market conditions and applies when the regional unemployment rate is above 4 per cent and exceeds the national level by more than 1 per cent. Each claimant may draw up to 18 weeks of benefits in this phase, depending on the regional rate, but his maximum entitlement from all phases is limited to 51 weeks.

In addition to regular benefits, there will also be special benefits when unemployment is caused by sickness, pregnancy or retirement. Under the present Act, a person, if sick receives no benefits unless he or she becomes sick, after entering the benefit structure; if pregnant, a woman is now generally disqualified for six weeks before and six weeks after the birth of her child; if retired, a worker can receive benefits lasting up to 18 months. The new special benefits will remove the anomalies from the present Act concerning these three groups and provide them with benefits based on a realistic appraisal of what their particular interruption of earnings means in the work force today. In the case of sickness or pregnancy, benefits will cover a 15-week period and will be available to anyone who has been in the labour force for 20 weeks or more during the previous 52 weeks. There will be a three-week retirement benefit for all persons between 65 and 70 who opt to receive Canada or Québec Pension Plan benefits and thus may be considered to have voluntarily retired from the labour force.

rotection for the self-employed will no longer be available under the Unemployment Insurance Act. Self-employed fishermen, however, are in a special category. They will continue to be protected until the plans being developed to protect them against the uncertainties inherent in the fishing industry are ready for implementation. Special benefits at present available for seasonal periods will be abolished in view of the fact that the base period has been shortened to 8 weeks.

Contributions

The tripartite concept of employer, employee and government contributions will be retained. Employers and employees will finance the costs of regular unemployment benefits up to a 4 per cent rate of unemployment. Employers will pay approximately 57 per cent of the costs and the employees will pay approximately 43 per cent. All contributions to the new unemployment insurance plan will be tax deductible. The Government's share will be related to the national unemployment rate.

Currently contributions are paid on the first $100 of weekly earnings. It is proposed, beginning January 1, 1972, to raise this to $150, but at no time will a contribution be levied on that part of earnings in excess of $7,800 per annum.

At present the insured worker pays a weekly contribution of $1.40 if he earns $100 per week. Under the proposed plan he will contribute between $0.71 and 0.88 per week on $100 salary depending on the average unemployment rate. At the $150 level, his contribution will range between $1.06 and $1.32. For those employees who are now excluded from the program and who will enter the new plan, there will be a special contribution rate to be adjusted yearly over a three-year period. The suggested preferred rate for these newly covered workers will start at 0.32 per cent of their insured earnings with a maximum of $0.50 per week; it will gradually rise to the normal rate.

Employers whose annual insured payroll exceeds $78,000 will be experience rated. The basis for experience rating will be related to the layoff pattern in his establishment and compared to the pattern of all establishments across the country. This feature will provide an incentive for employers to stabilize their employment patterns as much as possible.

It is proposed that the cost of the new plan be borne by the employers and employees when the annual average rate of unemployment is 4 per cent or under. During periods of high unemployment, the employer-employee costs will remain relatively static and the entire additional costs will be borne by the federal Government. It is proposed that contributions under the new plan be tax deductible.

The plan will provide for referral of claimants as required to services available from other agencies that relate in any way to unemployment problems and which are designed to re-absorb the person into the labour market at the earliest opportunity. It is hoped that the new plan will become law on July 1, 1971. The phasing-in of certain features, particularly in the field of contributions and administration, will be spread over a number of years. Benefit payments will be the first component of the new plan to become operative.

The Canadian Labour Congress has voiced its approval of a number of proposals contained in the Government's white paper on unemployment insurance, particularly recommendations for universal coverage, increased benefits, lower employee contribution rates and easier eligibility standards. The CLC expressed reservations regarding the waiting period for benefits from one to two weeks and announced that it intends to present an "extensive" brief to the parliamentary committee in charge of examining the white paper. CLC President Donald MacDonald expressed satisfaction at the introduction of benefits for those whose employment has been interrupted due to sickness or pregnancy, which represents a "substantial improvement in the degree of protection being afforded."

Exorcising inflation and unemployment

In May (L. G., May, p. 340) The Labour Gazette presented the views of Dr. E. P. Neufeld on some of the problems in the Canadian economy. Two other views are presented this month, taken from papers presented by Prof. J. C. Weldon, an economics professor at McGill University, and by Prices and Incomes Commission Chairman Dr. John Young at a special policy session of the Canadian Economics Association at Winnipeg on June 4. Prof. Weldon's paper includes additions to take note of two developments that took place after the paper was originally prepared—the freeing of the dollar, and the announcement of the 6 per cent guideline. The opinions expressed in both articles are those of the authors, and do not necessarily reflect the views or policies of the Canada Department of Labour.

by Prof. J. C. Weldon

Undoubtedly we are and for several years past have bee situated in an inflationary environment. There is not ve much, I think, we can do about the ultimate inflationa influences: our affairs are too closely interwoven wit the economy of the United States from which the bas forces have spread. Nonetheless, on the issues of inflatio and unemployment, I think the federal authorities hav decided on a program that is cruel in its effects an mistaken in its intention. That intention is to reduc and even to erase inflation by the real device of reducin effective demand and accepting higher unemployme and by the unreal device of invoking a voluntary an self-imposed prices and incomes policy. As the Governo of the Bank of Canada declares this resolve, ". . . if w really want to bring inflation to an end, we shall hav to continue to work at it. Moreover, I am convince that we have no practical alternative to doing so, n matter how long it takes."

What is real in this is mistaken because, in seeking t offset a largely imported inflation for advantages tha are slight and speculative, it accepts short-run losses i output that are substantial and direct, in a retrograd way using induced short-run unemployment as an i

rument of policy. As to what is unreal in the policy, e attempt to exorcise both inflation and unemployent by means of the Prices and Incomes Commission, at is mistaken not so much because its direct effects ust be invisibly small (for what, after all, is wrong ith even a small costless gain?) but because it commits e Government to a moralistic view of a technical roblem, compounding its already excessive valuation the costs of inflation. When co-operative saintliness found not to exist, the Government finds itself tempt- to make good the moral defect by toughening its osture in the real sector. A kind of paralysis sets in, r now to spend money on urgent social problems (the tuation of the aged, for example) must mark the Govnment as soft and inconsistent. The diversion hinders e rational policy of attending in the first place to the nwanted effects of the inflationary situation instead of inflation per se.

here is, of course, an unfortunate natural bias that roduces unreal political approaches to inflation. Image a given pattern of real incomes developed over ve years or so, but obtained on the one hand at more less constant prices, and on the other hand, as the t result of various spurts of inflation. I do not doubt at governments would much prefer to be associated ith the pattern that emerged from price stability. In an flationary situation the individual does not see prices nd incomes as the interdependent effects of the set of flationary causes, and will feel cheated by inflation ven when no better real alternative exists—and govnments experience the political consequences of imaged ills just as they do of real.

o begin with the unreal element of policy, then, one as never been clear where the intellectual womb of e Prices and Incomes Commission is to be found. It not in Professor David Smith's work for the Economic ouncil, a careful review of the relevance of foreign perience, for that study would have given birth only an independent research agency. It may be in the ECD survey of 1968, for in instituting the Commission, e Government of Canada is said to have been imessed by the reasoning of the survey. The impressive asoning, though, on inspection seems to consist of not uch more than the observation that "... no country n point to any spectacular success in controlling the se of incomes this way ..." followed by the disheartning recognition that "the decentralized character of e Canadian economy may render the evolution of an comes policy more difficult than in many European untries." The conclusion that "Canada's price-wage rformance in full employment conditions suggests ere is need for some sort of incomes policy" therefore ems less than inevitable. Some sort of incomes policy e have nevertheless been given, perhaps by spontanes generation.



The sort of institution we have acquired has two elements. In the first place there are some commitments to fundamental research of an unexceptionable kind. In the second, there is the Prices and Incomes Commission of the National Conference on Price Stability, the "Call For Action To Curb Price Increases," and formal price reviews and other public manifestations since, culminating in the ex cathedra (six) per cent. It is this second element that is empty in its direct consequences and seriously damaging in its indirect. When all business firms in Canada are called upon voluntarily "to reduce the number and size of price increases they would normally make in 1970," they are directed to an impossible goal by an absurd route. Suspending doubts as to what in an exact way the formula means, suppose that it were magically implemented and found good, so that everyone makes a personal sacrifice that is more than repaid from the collective benefit that follows. The problem, of course, is that without magic the effect upon the collective benefit as it is caused by the action of any single firm is minute, and is perceived to be minute. We have the elementary arithmetic of goods only government can supply. Just as the number of voluntarily

supplied lighthouses is likely to be small, or the amount collected on street corners for Biafran relief a few magnitudes insufficient, so the collective effect on price increases of the sum of voluntary sacrifices must be negligible. Even those businessmen who might be induced to make some marginal gesture for a scheme that just possibly could work will remain businesslike and aloof from what is self-evidently unworkable.

How indeed has the Government of Canada attached itself to a contrary view, a view which suggests that governments are unnecessary? Where business entities are very large, then their individual sacrifices might begin to have appreciable benefits at the individual level, though since it is still true that industry X is benefited equally by the price restraint of other industries as by its own, industry X must be very large indeed before it can sensibly contemplate individual sacrifice. What does follow if the entities are large, though, is the possibility of substituting coerced behaviour for independent behaviour under the style of voluntary restraint. A framework is established under which non-compliance can be punished, and it is this framework, and nothing else, from which even the slightest real effects of "voluntarism" can conceivably be extracted under Canadian conditions.

In Canada it is the coercive power of government, strongly or weakly exercised, hidden or open, it is this or nothing. When one considers how limited and inefficient that power is in respect of prices and wages, as the law stands and as imagination strains to see the law in new forms, one concludes that what coercion adds to voluntarism are some small effects of a distorting kind in the public sector, no doubt defended with a certain vigour where the federal authorities are at first or second hand employers themselves, as with the heartless fiasco of post-office negotiations. Elsewhere the fragmentation of Canadian political and economic institutions provides little to coerce or to be coerced. To recite the usual catalogue, there are eleven political jurisdictions, and these in both their constitutional and regional aspects are superimposed upon business and labour institutions scattered in pattern in relation to political influences, and often enough linked to parent bodies in the United States. As George Saunders, Director, Research Branch, Department of Manpower and Immigration, reported a few years ago, "wage setting in the Canadian economy generally takes place at the level of the individual establishment or company. Multi-establishment or multi-company wage setting is limited and rarely extends beyond local or region boundaries. There is no national system of wage dete mination that guides wage setting throughout the eco omy." On the price side, while there are undoubted many highly concentrated industries—one need on consult the guest list at the Conference on Price Stabil ty—there are no central organizations that can be com pelled by government or can effectively volunteer t make effective commitments on price restraint.

That a policy is impossible should surely calm the deba over whether it should be used. From the beginning has been agreed ground that, without the support of th trade unions, the Prices and Incomes Commission ap proach could not work. The White Paper said suc support was indispensable. The manifesto of the Nation Conference also said it was indispensable. But dispense with it must be nonetheless, for no trade union offici one has heard of has offered the Commission suppor and the leading trade union voices have been brutall explicit in denouncing the Commission and its progra



ven nominal co-operation has been denied—rightly so, ne believes, for on the higher level of argument nation- l leaders of labour know there is no way their nominal o-operation could be made real, and on the lower level, ational and local leaders alike know that they have o mandate to sacrifice this particular wage claim or hat, and are very likely to lose their jobs if they think ney have.

o mechanism can, therefore, be displayed to produce e effects the Commission wants. There is thus no need debate whether the world would be better or worse the hopes of the Commission were to be realized. here is no need to debate or appraise devil theories which narrow self-interest is denounced as having osen to thwart the godly. Without a mechanism, there n be nothing to expect and nothing to appraise. Fur- er, I doubt that in the Canadian context much is ained by debating whether to create an effective "real" echanism would have good or bad results. The consti- tional and administrative difficulties of instituting



general price and wage controls are here so great, so disproportionate, that one ventures that no such controls can appear, an estimate the easier to maintain when one observes how cautious government is about using combines policy and tariff changes to touch prices where controls of a sort already exist. **If general controls are not politically possible, there is no need for an intellectual collision between those who contemplate the apparatus of real controls and shudder, foreseeing it as ineffective still and grossly wasteful, and those who observe how imperfect the market already is and judge we would have little to lose.** In Canada the practical issue surely cannot arise, though if somehow the drastic leap to direct controls is taken, one would expect it in Canadian circumstances to be disastrous, and politically as well as economically.

It is perhaps inconsistent to supplement what are claimed to be sufficient arguments. Still, there are a few further points that should be developed from the public declarations of the Prices and Incomes Commission. There is in the first place the exemption of export industries from the rules of restraint supposed now to govern domestic price formation. This is interesting moral guidance, for our voluntary restraint will have a patriotic frontier, although no doubt not a provincial boundary: in exporting from Québec to the United States, charge what one will, but to Ontario, cut back as one should in Québec itself. A problem of consistency then appears in relation to wage restraint as between exporting and domestic industries.

There are many exporters in Canada. Evidently they are not to take less than they can from the American market. But if they are not, are their workers to make voluntary sacrifices from which the employers have been exempted? And if the workers in the export industries are exempted from sacrifice, what substantial sacrifice can be reasonably asked of their fellows in domestic industries? And if differential policy is to be applied as between export and domestic industries in any of these matters, is the differential to be proportioned to the weight of exports in each industry?

There are the uncertainties of what the tests of price restraint mean, and the shortcomings of the review procedures in deciding non-compliance under any reading of the tests. Promises to "reduce the number and size of price increases they would normally make in 1970," as business firms are exhorted by the "Call For Action," offer performance that cannot be tested by earthly judges. Presumably if one reads, the formula

algebraically, when costs stay put, one should cut prices a little, and when costs fall, one should pass on rather more than the sums saved to the public at large—but then one notices that firms are expected to pass on only "some of the cost savings in terms of lower prices," and in any case can always appeal to the need "to improve a demonstrably inadequate rate of return on investment." **Let the price review teams be however able and honest, their work will not command consent because of the superficiality of their terms of reference, because of the rushed conditions under which they must work, and—in itself decisive—because reviews by "government officials and business executives who will be working with the Commission on a temporary basis" and who will be assisted in analyzing data by the firms whose restraint is under review (data that has been requested from those same firms in private meetings!), because such reviews cannot possibly be accepted by labour unions or the public generally as informed or detached.** When one sees the disproportion between the task of review and the facilities for review, and when one notes that five million families or so have just received notices in the mail (the befuddled lady in the supermarket) suggesting they fight inflation and write the staff of the Commission for information, one can hardly credit that anyone believes deeds are intended to spring from the words.

Let me turn at last to the real part of the policies chosen by the federal authorities, the choice to combat inflation by reducing effective demand, repeating by way of transition only the point made as a beginning, that the danger of the program of voluntary restraint is that its emptiness needs to be hidden by extra vigour in the real sector. Freedom is lost to reverse mistaken policies. **In the real sector, there is probably no dispute that the classic depressants have indeed been applied with vigour, and that unemployment has been allowed to rise well above any level that anyone is likely to defend as a standard for long-run performance.**

What is the rationale? It can be found in a variety of official statements, but perhaps can be extracted in particularly pure form from the five reasons the Bank of Canada declares in its latest annual report. There is the distributional issue, the impact of inflation "on the poor, the retired, and other elements in the community who because of their weak bargaining position are unable to keep up in the race with rising prices." There is the peril that inflation will "undermine our international competitive position." And then, under three headings, there are repercussions of inflation on real output; thus, the great cost of strong depressants later if mild depressants are not used now, the distortion in output from disorganized long-term capital markets and the diversion of resources in attempts to escap inflation-imposed losses. It is not denied, as one read this, that real output is in fact being sacrificed now but is argued that later on, if present sacrifices are no made, decidedly larger losses must appear. To thes themes the Bank adds the mechanistic details that "ther is no justification for risking the serious injury . . . whicl would occur if measures of restraint were insufficien and inflation were permitted to accelerate," and tha depressant policy has to be particularly persistent "i there are widely held inflationcry expectations."

This is where policy, it seems to me, has become cruell misguided. For the moment, leave aside the possibilit of substantial net losses in some longer period if rigou is not endured now. Compare the policy that has fol lowed from the argumentation of the Bank with a polic that has been directed, say, to unemployment rates a least a full point less than we have been accepting, an then to what I would call an activist version of thi expansionist alternative, a policy in which attentio would be paid to correcting distributive problems. I am not at all persuaded of the superiority of restraint t even simple-minded expansion, for it is by no means clear that there is much to choose between the two distributive patterns and there is the clear short-run gain of something like two billion dollars a year in real outpu that should accompany modest expansion. In any case I am confident that with an activist policy the real gains could be associated with an improved pattern of distribution, confident because, whatever else is hazy abou the outcome of this policy or that, to make improved payments to pensioners, say, has, vis-a-vis the pensioners, large, immediate, and controllable effects.

In looking at distributional problems in Canada one sees at once, surely, the deplorable situation of the retired population, the income effects of unsellable wheat, the continuing gross regional disparities in income levels, and the condition of the various categories of the unemployed. The policy of restraint can have had very little to do one way or the other with the wheat problem, and for the rest seems to me so perverse that one supposes it cannot really be current distribution that accounts for government policy but only the imagined enormous losses of the long run. In the short run **the percentage point of unemployment not only is the arithmetic equivalent of 80,000 or so persons, but accompanies an overall rate of unemployment that in seasonalized form has recently risen to well over 5 per cent, and that in March signified about 11 per cent unemployment in the Atlantic provinces and about 9 per cent unemployment in Québec,** and that also in current terms (for the first quarter of the year, and an extremely seasonal figure) showed about 23 per cent of labourers and unskilled workers unemployed.

here is still the distributional argument in terms of ne weak whose incomes are eroded by inflation, and f the pensioners and retired in particular. About 700,000 persons now receive the Old Age Security ension, and rather more than half of them receive uaranteed Income Supplements. It follows, from the gulations attached to the Supplements, that for rather ore than half the population 65 years of age and older, ese two sources of income (at full rates not quite $112 month) are the effective support of retirement. Here rely is where distributive values can be tested. Yet e arrangements that are now effective have been pro-cted by cost of living adjustments of only 6 per cent ver a period in which the cost of living has changed y more than 13 per cent. Built into the plan and llowed to remain has been a device that ensures that e real claims of this weakest of groups are diminished y inflation. In a Kafkaesque way these pensioners have een allowed to become a hostage to folly. Look how adly we shall let them be treated, in effect the authori-es have said, if you insist on expansion. Whatever the erits of the rest of the dispute, surely the real claims f these people could and should have been protected y a government that presses the distributional argu-ent—the plight of the bulk of the retired would be esperate enough still.

ivilized arrangements for the inter-generation pay-ents needed to ensure decent standards for the retired re, of course, slowly being introduced in Canada. It regressive, though, to attempt to constrain this evolu-on by linking stabilization policy to the schemes by hich pensions are paid. When the Bank warns us that the life expectancy of a man retiring at 65 is just long ough to see the real value of his pension cut in half y an average price rise of 5 per cent a year," it sets p a misleading opposition that can divert us from a tional approach to stabilization and to redistribution oth. We need to determine that pensions now and a eneration ahead conform to our distributive beliefs, ut we cannot foresee economic events a generation head and should not allow what has not been foreseen bout prices and productivity to prevent us making ension payments that are just in relation to the facts en known. Does the Bank really suggest that we must xploit the retired if prices do rise by 5 per cent a year? nd does it suggest that if U.S. prices, say, inflate year y year, Canada must stabilize prices, at whatever other ost, as the reasonable way to defend the retired? The sues have already been separated in public policy, and hould not again be joined.

Leave the distributional arguments, then, and return to the deferred question of the longer-run losses the inflationary situation might produce. **On the international front the danger of being competitively undermined is evidently so pervasive that the Bank warns "even though other countries are also having a difficult time in controlling inflation, ... we should not assume that they will fail to do so."** Perhaps, but there is a wild flash of protectionship hopes still preserved when the Bank goes on to promise that "if we could make some gains in our competitive position by doing somewhat better than others in controlling inflation, the long-term rewards in the form of increased output and employment and an improved trade balance would be tangible and worthwhile." Whether we undermine or are undermined, there seem to be no circumstances in which the "undermining" argument is to be set aside as support for just a little more discipline and restraint.

If the Canadian economy were in fact inflating in some extravagant way in relation to the United States, if in fact real demand had pressed unemployment rates down to levels that even in a quiet external environment would produce notable inflation, if official policy could reasonably be presented as the response not to inflation derived from whatever autonomous causes but to inflation superimposed by autonomous Canadian causes, then the fears of the authorities about losses in the long run might be more plausible than they are now. But it is inflation simple that is unacceptable to the authorities, whatever its source, and not merely inflation of essentially domestic origin, and even if one allows that public declarations (and technical discussions for that matter) are more easily carried on with inflation simple as the thing referred to, it seems to me still true that the authorities are assessing their problems as though both causes and solutions for the total inflationary situation lay within our boundaries. Let the realities abroad change and stability return in the American economy, then with reasonable policies here, expectations should be dampened at home and the talk about cumulative inflation disappear.

Of what then would reasonable policy consist, in the hoped-for stability to come, in the inflationary milieu of the present? If we look back to the quieter intervals in the past twenty years, to the late and post-Korean years, to the years in the sixties when most of the slack had been taken up from the last obsessive battle with inflation, **we might accept that, at a rate of 4 per cent unemployment, Canadian inflation set against a stable external environment is likely to be very small, no threat at all to the peace of mind of those who fear cumulation or destabilizing expectations. It is also true that, at 4 per cent unemployment, the problems of the jobless begin**



to be tractable. Such a focus of policy, supplemented by the intention over a period of a few years to reduce the 4 per cent to, say, 3½ per cent by improved policies on the supply side, such a focus is cautious enough for anyone. But it seems to me a focus, too, for rational policy now. Clearly if we commit ourselves to something like unemployment cut to 4 per cent, the extra percentage point of employment of many paragraphs back, we accept that inflation from abroad will have to be lived with, that undesirable distributive effects will have to be offset, that exchange rate policy will have to be flexible, as indeed it has now become and should remain, accommodating itself to the basic goal of a Canadian version (cautious, watered down) of full employment. Inflation will have to be looked at in technical and not moralistic terms. But there are great advantages if it is. The paralysis in social policy disappears, and real goals can again be pursued.

It has been said that Mr. Nixon should have Mr. Kissinger tell him that the war in Viet Nam has been won and that a victory can be declared and the troops brought home. Perhaps Mr. Trudeau can search out a similar formula for his campaign against inflation. It may indeed be that the breakdown of policy as it was with fixed exchange rates and based on voluntarism without even the 6 per cent, that this has already allowed a reversal of real policy. There is some insulation in the freed dollar. The labour unions provide a target for the devil theorists. Collective bargaining on civilized terms is undermined, but that may be thought a cheap political price to allow the reversal to be hidden.

Dr. Young's report

By mid-1969, the Governments of the United States and Canada had come to the conclusion that they had no alternative but to bring the current inflation under control, said Dr. John Young, in his paper to the Association. He went on to outline the steps the two Governments had taken in their battle against inflation, and to describe the findings and activities of the Prices and Incomes Commission. The article that follows is an extract from that paper.

Both the Canadian and U.S. Governments had been, for several years, actively applying measures of monetary and fiscal restraint designed to curb the growth of public and private spending in their economies. As these measures began to take hold, markets for goods and services could be expected to soften; but, given the pervasiveness and momentum of the inflation, and the strength of the inflationary psychology, it might well take a considerable time for price and income increases to slow down. In the meantime, it would be very difficult to avoid, perhaps for a protracted period, adverse side effects that no one wanted—an interruption in the growth of production in the economy and a temporary rise in unemployment.

It seemed to the Commission that a smoother, shorter and less painful transition back to price stability could be achieved if some way could be found to cut directly into the spiralling process of price and income increases with the object of slowing it down more rapidly than seemed likely otherwise. If this could be done, it might be possible to moderate government policies of budgetary and credit restraint earlier, and to soften some of their more painful side effects.

During the summer and early autumn of 1969, the Commission held close to 100 meetings of various kinds with representative groups of businessmen, labour leaders, government officials and others in an attempt to arrive at a comprehensive set of undertakings for which widespread support throughout the community could reasonably be expected.

This phase of the Commission's efforts came to an end on October 17, when the leaders of the two major trade union federations in Canada rejected as impractical any approach to the problem that incorporated an explicit formula limiting wage and salary increases. An alternative approach suggested by the labour leaders was to concentrate on confining price increases to those that could be justified by a corresponding increase in the firm's total production costs, including wage and salary increases.

In view of the position taken by the labour federations, the Commission decided, after consultation with governments and business leaders, to try a somewhat different approach. Instead of trying to negotiate an across-the-board set of commitments with representatives of all segments of the community at once, it would see how far it could get by negotiating in a more piecemeal way.

We began this phase of our efforts by exploring with the executives of the larger national business associations the possibility of persuading the business community to take the first step. We asked them whether they thought business firms generally would be willing to make a meaningful effort to limit price increases during 1970, even though, in the beginning at least, firm undertakings to exercise a corresponding degree of restraint had not been obtained from governments, wage and salary earners or other groups in the community.

The business leaders we talked to thought it possible that business firms would be willing to take an initiative of this kind. Later, following a lengthy process of discussion and negotiation, specific proposals were submitted to the Commission by groups such as the Canadian Manufacturers' Association and the Canadian Chamber of Commerce.

In mid-January, the Commission decided that the response had been sufficiently positive to justify the calling of a National Conference on Price Stability in Ottawa on February 9 and 10. This conference was attended by more than 250 business leaders, executives of national business and farm associations, and representatives of professional groups.

The conference reached broad agreement on the basic principle that business firms generally, if called upon to do so, would reduce the number and size of price increases they would normally make in 1970 by ensuring that price increases were clearly less than the amount needed to cover increases in costs at a normal volume of output or sales. More specifically, the conference reached agreement on how this general principle should be interpreted as a guide to the pricing policies followed in particular areas of business—manufacturing, wholesale and retail trade, transportation and utilities, banking and finance, agriculture, and basic export industries, for example. The Commission undertook to check on the degree of compliance with these pricing criteria on the part of business firms by conducting price reviews in a variety of industries. The basis on which such price reviews would be conducted was discussed with those attending the conference, and the Commission was assured that business firms would supply the price review teams with the required information.

At a Federal-Provincial Conference of First Ministers on February 16 and 17, the Commission reported on the results of the meeting with business, farm and professional representatives, and it put before the heads of governments a number of specific suggestions for action on the part of the federal and provincial Governments in support of the price restraint program. In the concluding statement issued at the close of the conference, the heads of governments endorsed the Commission's plan to call upon business firms generally to follow the basic pricing principle adopted the previous week.

The governments undertook to observe the same principle in the prices or fees charged for goods and services offered for sale by government departments and public enterprises. **Although they expressed the hope that government sanctions would not be required, most of the governments represented agreed that, if necessary, they would use whatever means lay within their control to deal with cases of serious non-compliance reported by the Commission.** The governments agreed also to consider the establishment or strengthening of rental review procedures for existing self-contained residential accommodation in major urban centres, and to urge professional associations to postpone or limit increases in existing fee schedules during 1970. Finally, the First Ministers agreed that governments should exercise as much restraint in their spending, taxing and borrowing as is practicable without damaging essential services or retarding economic development.

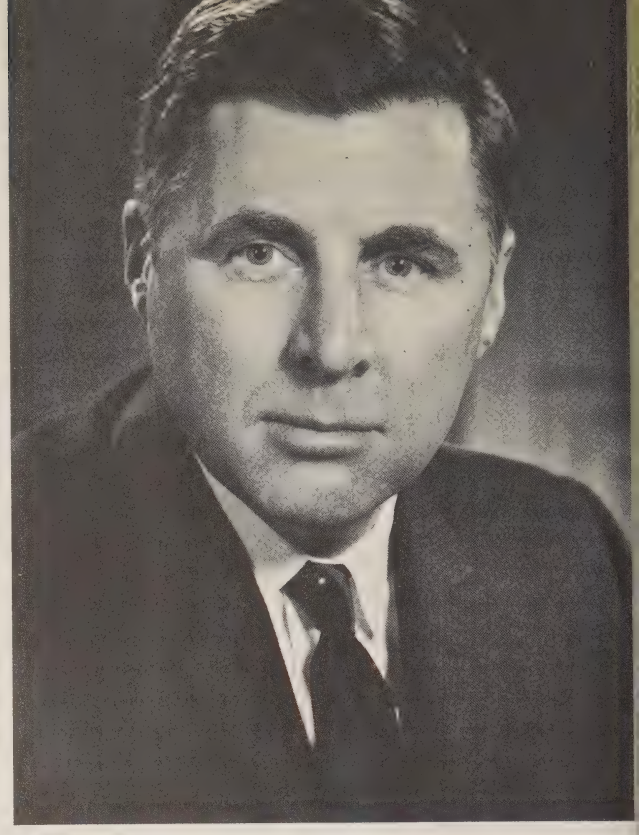
The Commission was well aware, of course, that what had emerged from these conferences was only a beginning, and that the most difficult stage of the exercise

still lay ahead—namely, to find some way of exerting an effective moderating influence on the size of wage and salary increases. The Commission now had a base, however, from which to exert a limited, but none the less real, restraining influence over price increases. A number of price review teams have been formed, staffed partly with officials seconded from government, and partly with experienced specialists seconded from business firms. Reviews of price and cost increases have been completed in the case of steel rolling mill products, tin plate and glass containers. Similar studies are under way in the case of railway freight rates, copper and copper products, tin containers, coffee, rubber tires, fine papers and duplicating services and supplies. A wide variety of other price increases that have been brought to the Commission's attention have been investigated on an informal basis, and in a number of cases, firms have agreed to defer or rescind such increases. With the co-operation of a growing number of business firms an organized system of price surveillance is being developed.

In the meantime, the Commission resumed active discussions with leaders of trade union organizations in a renewed effort to find a possible basis for obtaining their participation in the restraint program. On March 23, however, the two major labour federations again rejected the principle of wage and salary restraint in annual briefs presented to the Government. At the May conference of the Canadian Labour Congress (L. G., Aug., p. 558) this position was re-stated in equally vigorous terms.

The resolution of some of the less central issues of inflation may have been advanced a bit by recent events. The current inflationary episode has been widely recognized as having somewhat different characteristics than previous ones. In particular, the present inflation has been associated with an unusually long period of uninterrupted economic expansion, and has been both more prolonged and more rapid than previous North American experience of inflation. One widely noted consequence of this has been the ability of capital and labour markets to adapt to progressively changing expectations about the future value of money. Almost any form of contract for the future payment of fixed amounts of money, whether a long-term bond issue or a three-year wage settlement, is now written in figures that can scarcely be explained on any other basis, and which are well outside the range seen in North America for several decades. This has provided new empirical evidence on the question of response to sustained inflation.

In the latter part of 1966 and early in 1967, policy actions taken to check the pace of inflation appeared to be achieving some limited success, but renewed inflationary pressures developed in a few quarters after these efforts had been relaxed. What this particular



Dr. John Young

experience taught us is reflected in the professed deter
mination of our economic managers, both here an
in the United States, not to repeat what has since com
to be regarded as a premature and excessive relaxatio
of policy restraints. **One can only speculate on wha
would be the effects of a second episode of this kin
in present circumstances, despite all the brave words tha
have been uttered about the need to see the proces
through to its conclusion. A clear demonstration that
for the first time in the history of this part of the world
inflation had finally got beyond anyone's ability to contro
would put us into a new environment for economic policy**

On the question of how best to attempt to extricat
the economy from an inflation such as we have see
in recent years, it seems to me that the differences amon
the solutions advanced by economists are not very dee
or fundamental. The main issue is between those wh
feel that reliance should be placed solely on measure
such as monetary and fiscal action to check the growt
of demand, and those who feel that such measures migh
usefully be supplemented by some form of direct pres
sure to help scale down the size of price and incom
increases.

Both sides, it seems to me, would grant that any form
of direct intervention of this kind would tend to resul
in a certain amount of distortion of the resource
allocating function of the price mechanism in mar

kets for goods and labour. Both sides would probably also agree, however, that such effects were unlikely to be of great moment in the case of a temporary short-run program.

The area of disagreement is likely wider on the question of whether the probable effectiveness of such attempts at direct intervention would be worth the trouble. On this question, I would merely point out that the **issue is not whether prices and incomes policies, in general, do or do not have significant effects. How strong the effects are must surely depend on the particular form the policy takes, the particular methods employed for influencing prices and incomes decisions, and the particular circumstances in which these measures are deployed.** Some methods of intervention are more ambitious, more ingenious, and better calculated to suit the requirements of the situation than others. The more energetic and inventive the attempt to devise effective means of intervention, the greater will be the chances of achieving meaningful results.

Finance conference

At a meeting of the provincial Finance Ministers and Treasurers, held on June 5, Dr. Young asked for the joint support of the federal and provincial Governments in applying criteria to limit increases in wage and salary costs. A press release issued by the Prices and Incomes Commission after the meeting goes on to say that the objective of the Commission's program is to provide greater assurance of continued progress in reducing the rate of cost and price increase. This will make it possible for the federal Government to proceed with the necessary monetary and fiscal action to permit the economy to assume a more normal growth path, with greater employment opportunities under conditions of reasonable price stability. The proposal is intended to reinforce the existing program of direct restraint on business pricing policies.

The wage and salary criteria are designed to enable employees as a group to obtain as large an increase in their real incomes as the economy is capable of delivering through increased average output per employee, while making continued progress toward reasonable price stability possible.

An initial upper limit of 6 per cent will apply to first-year increases in wages and salaries, including fringe benefits granted in present circumstances. This initial figure will allow for a long-term average improvement in national productivity of 2½ to 3 per cent a year, together with a possible rate of increase in the Consumer Price Index over the next 12 months of 3 to 3½ per cent. The upper limit of 6 per cent is also in line with the average figure for second- and third-year increases becoming effective in 1970 under major collective agreements negotiated in 1968 and 1969.

These initial limits will be subject to reconsideration from time to time in the light of progress and prospects in limiting the rate of increase in prices. In certain cases, wage or salary increases in excess of the announced limits will be justified.

No general exception will be permitted on the grounds that the group of employees concerned has fallen seriously behind the rates of pay achieved by comparable groups.

It is intended that the 6 per cent limit should apply to increases in rates of pay for particular job classifications, and that it should not prevent increases in employee compensation reflecting clear-cut cases of promotion within the job structure, including the completion of probationary periods or stages of apprenticeship.

Improvements in fringe benefits covering contingencies such as sickness or accident will be exempt from the announced limits. Changes in the length of the standard workweek or in paid time not worked, which have the effect of increasing employee remuneration, will be taken into account in the application of the specified limits.

Employers will be encouraged to compensate employees, whose pay increases meet the criteria, in the event that the Consumer Price Index rises by more than 3½ per cent over the first year of such increases. It is suggested that such provision might take the form of re-opening clauses in collective agreements or indexing arrangements.

Employers and employees generally, both in the public and private sector, will be called upon to observe the criteria. Procedures will be established for surveillance of wage and salary increases, and for the review of particular cases at the discretion of the Commission. The findings of such reviews will be made public, and it will be for the government under whose jurisdiction the relevant employee groups fall to take appropriate action to deal with serious cases of non-compliance.

Provincial governments were asked to re-examine the steps that they have already taken to promote restraint in the area of rents and professional fees, as further action along those lines by some provinces will be required to obtain support for the wage and salary restraint program.

Steps in a new direction

Part II

Firms steps in the direction of social action were taken by the Canadian Labour Congress at its eighth constitutional convention, held in Edmonton from May 18 to 22. Although not forgetting the bread-and-butter themes, the executive presented a program that included a broad range of social issues. The first part of the report on the CLC convention was published in the August issue of The Labour Gazette.

Constitution and structure

The committee on constitution and structure put forward resolutions, accepted by the convention, on multi-union bargaining, international unions, affiliations and mergers. The committee urged also that the United Fishermen and Allied Workers' Union be refused membership unless it merged with the Canadian Food and Allied Workers. The Fishermen's application was reported in the August issue of the Gazette.

On the subject of international unions, the convention passed a resolution asking for minimum standards of self-government for the Canadian sections of international unions. These standards include: election of Canadian officers by Canadians; policies dealing with national affairs to be determined by the elected Canadian officers and/or Canadian members; and Canadian-elected representatives to have the authority to speak for the union in Canada.

Another resolution asked the CLC to promote joint union negotiations "on the broadest scale, wherever feasible," and to provide technical and research assistance for multi-union bargaining groups. A further resolution called for the CLC to encourage discussions between unions with overlapping jurisdictions, with a view to co-ordinating bargaining efforts in order to brin about organizational unity in each industry. The Co gress recommended also that unions be encouraged t merge, so as to bring about "maximum unity in th Canadian labour movement," and that unions n affiliated with the CLC be urged to do so.

Organization

The organization committee recommended passage c resolutions on organizing white-collar workers, on as sisting various professional groups, and on joint discus sion between farmers and workers. The conventio passed a resolution asking that groups of teachers, pro fessors, nurses and others be assisted wherever possible and be invited to become affiliates of the CLC.

The Congress declared that farmers have a right to "jus and decent incomes" and called on unions "to striv to increase opportunities for joint discussion and activit between farmers and workers in as many fields of com mon interest as possible." While asking for increase organizational activity among white-collar workers, th Congress passed a specific resolution urging the federa Government to amend legislation so that the orga nization of bank employees could be made possible o a regional basis.

Economic policy

The economic policy committee presented a report re commending passage of a wide range of resolutions o such things as inflation, taxation and poverty. One majo resolution on the subject of industrial democracy reads "Whereas it is inappropriate in a free society for workin people to be subject to authoritarian control in the wor place that would be considered intolerable in the com munity at large; and whereas one of the major historica forces for freedom has been the labour movement; b it resolved that **the Canadian Labour Congress press fo the application of democratic principles in the work plac by fighting for the extension of collective bargaining t remove the unfettered right of management to exercis**

undue control over the work force; be it further resolved that the Canadian Labour Congress, while recognizing that there is a division of functions between labour and management, endorse the extension of collective bargaining to encompass all matters which affect the workers' industrial life, including such things as the impact on workers of technological and other change, with particular emphasis on the legislative enactment of the recommendations of the Freedman report, production plans, future industrial development policies, the curtailment of operations, the methods and processes of operations and pollution control."

Other resolutions called for: the establishment of price review boards; the stopping of further abandonments of rails lines or reduction of passenger train service; a better deal for women who are heads of families; a better deal for Indians, Métis and Eskimos; the end of financial discrimination against part-time workers; improved retraining programs for updating or improving the skills of workers; and measures to guarantee that no foreign-owned or foreign-controlled company be allowed to discriminate in its export policies on the basis of decisions by a foreign government.

The convention called also for the outlawing of all profit-making employment agencies, because they "continue to exploit the earnings of workers whom they place in employment," and their activities "often result in the outright deprivation of fringe benefits and poor working conditions for workers." The convention asked that the CLC request the Canada Department of Labour, in co-operation with the Department of Manpower and the Unemployment Insurance Commission, to establish Employment Advisory Committees on national, regional and local levels.

Fraternal delegates

Joseph Crawford, Fraternal Delegate from the Trades Union Congress of Great Britain spoke about some of the developments that have occurred in British trade unionism since the 1968 CLC Convention. The most important development was the labour Government's Industrial Relations Bill. The Bill attempts to provide a framework of minimum standards in which voluntary collective bargaining can best operate and develop. To this end, the Bill includes provisions such as the introduction of procedures and statutory orders to deal with "19th century employers who still refuse to grant trade union recognition." Other provisions are the new statutory protection for workers victimized for trade union activity or unjustly sacked, and measures to persuade employers to give their workers more information about the operations of their firms for bargaining purposes. Mr. Crawford pointed out, however, that the Bill failed to clear up the confusion about the protection a union has from court actions arising from breaches of commercial contracts. He went on to say that this was not the only development arising out of the debates and arguments following the Donovan report. The TUC had been given increased authority by affiliated unions to intervene and to make rulings on a wide range of inter-union and industrial disputes. Mr. Crawford was critical of managements that shroud their operations in secrecy from their own workers, and he declared that it was only reasonable for workers to be consulted and have negotiating rights on the production and investment decisions that vitally affect their future.

Tensions are developing between union members in the United States and those in Canada. A. F. Grospiron, Vice-President of the AFL-CIO and President of the Oil, Chemical and Atomic Workers International Union acknowledged, in his address to the CLC convention. He affirmed his respect for the legitimate positions of Canadian unionists in affairs peculiar to Canada, and express his belief that international unionism should not impose American viewpoints on foreign affairs upon membership in Canada. Mr. Grospiron stressed the need to preserve a broad basic area of co-operation, but admitted that there might be cases where international unionism has worked to the disadvantage of Canadian workers. He believes, however, that affiliation with his international union has meant more money and better conditions for OCAW members in Canada than they would have gained independently. He believes, too, that conditions of United States members have been enhanced by the accomplishments of Canadian members.

In his address to the CLC, the ICFTU's General Secretary, Harm Buiter, admitted to being very impressed by the awareness the Congress showed of international problems. He expressed concern over the erosion of basic trade union rights in an ever increasing number of countries, and described as deeply disturbing, the tendency of governments in many developing countries to interfere with the growth of indigenous free labour, on the grounds that it constitutes an obstacle to the process of nation-building. He declared that the ICFTU had spared nothing in its efforts to help the workers of the emerging countries to develop and make viable their own democratic free trade unions. Mr. Buiter called for greater efforts in the fields of trade union education and technical assistance, and he stressed the need to help affiliates in the countries concerned, to convince their governments that free trade unions, far from being an impediment to national development, are an indispensable prerequisite to such development. He regretted that the ICFTU was not operating at full strength, and deplored the loss of its largest affiliate, the AFL-CIO.

Attitudes to technological change



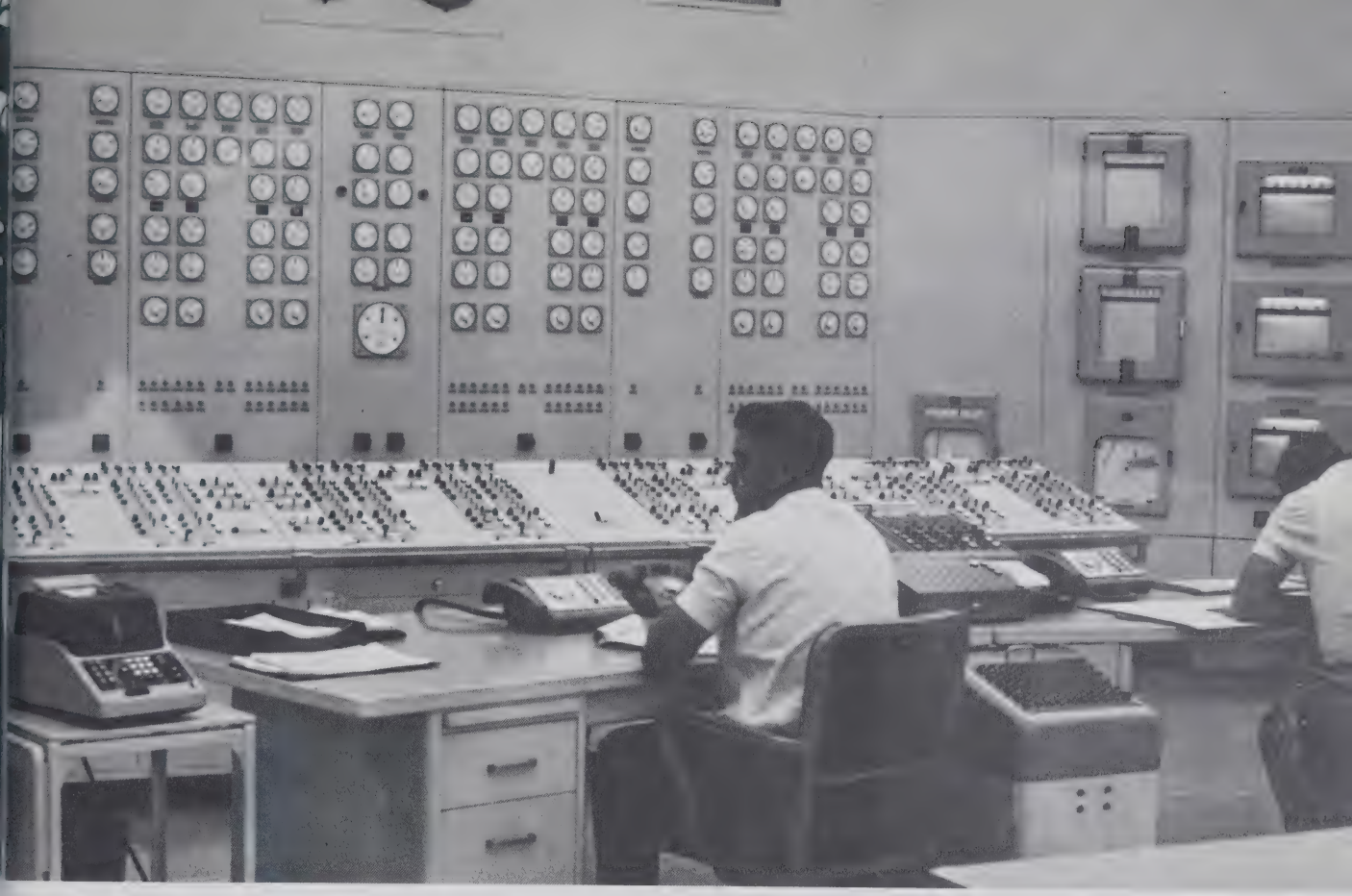
The following are highlights of a paper presented by Bernard Wilson, Assistant Deputy Minister of Labour, Canada Department of Labour, at the Montreal Material Management Conference in May.

When considering technological change, management is chiefly concerned with such problems as productivity, competitiveness and the survival of the enterprise. Labour, however, is primarily interested in continuing employment, stability and the general welfare of the employees. Governments share the concerns of management and labour, but they also bear the basic responsibility for other problems in the fields of employment and labour legislation that are caused by technological change, particularly that of a swift and sudden nature.

Management and labour in the Western world have maintained the same attitudes toward change since the Industrial Revolution: management has pressed for it relentlessly, and labour has bitterly resisted it. When, during 1956-58, the locomotive firemen, threatened by loss of employment because of the introduction of the diesel-powered locomotive, battled the Canadian Pacific Railway through a conciliation board, a Royal Commission and two national strikes to keep their jobs, they were only doing what had been done many times in the past but with much less success (L. G. 1958, p. 256). One is reminded of the Luddite disturbances in England some 160 years ago. These mass protests were caused by hunger and unemployment arising from the introduction of steam looms, shearing frames and other machines. In 1830, agricultural labourers in England organized a protest against the introduction of a new threshing machine that was cutting off their usual winter employment. Four years later, this protest and accompanying disorders were directly responsible for the suppression and legal persecution of the small group of Dorsetshire agricultural workers known to history as the Tolpuddle martyrs.

Surprising as it may seem, some employers actually dislike innovation because it disrupts their comfortable way of industrial life. In such cases, the failure to adjust to the competition of changing technology results in bankruptcy and brings on a complete loss of employment. Paradoxically, employment can be disrupted whether or not an employer keeps abreast of technological innovation.

Despite the more flexible attitudes adopted by some employers, trade unions and governments, the prevailing upsurge of labour unrest over the past several years has given rise to the critical appraisal of our industrial relations system. Wildcat strike action, defiance of trade union leadership, successive failures to ratify negotiated



settlements—these are only the more drastic ways in which employees indicate their uneasiness.

Governments have to assume responsibility for unemployment, whether or not it is caused by technological change. It must be noted that there is a new type of change that is characterized by the partial or complete elimination of human labour in the production, moving or processing of goods, and in the processing of data and information. There is some belief that the employer who introduces such a change and who presumably benefits from it, should bear the cost—but this is not always possible, particularly in a small enterprise.

Short-run problems of human adjustment demand the Government's immediate attention. The nature of the attention and the action required of governments can be summarized as: an increasing rate of mobility, and the necessity of aid and assistance in bringing workers to job opportunities; the development of new skills and new job categories in automated industry, and the provision of training facilities; the death of old skills and the disappearance of certain job categories, and the need to provide retraining facilities; structural changes in the work force, with increases in the proportions of office, technical and service employees over other groups, and the need for increased training facilities here, too; more difficult occupational adjustment by older workers, and the requirement for intensive retraining; and sharp reductions in hours of work and the development of new methods of remuneration to replace payment by the hour or piece, probably by an extension of salary system, thus requiring extensive revision of wages and hours of work legislation.

In a more general way, governments can also create employment opportunities through tariff revision, tax allowances, and regional development plans. Governments do provide general unemployment assistance through insurance, transitional benefit programs, and welfare assistance, that is also of assistance in situations involving technological change.

Present management practices, trade union activities, and the mechanics of collective bargaining are all under pressure for modification because of rapid technological change. For the past several years, requests have been made to governments for the revision of existing disputes legislation to meet new industrial conditions.

The dominant feature of our industrial relations system is the collective agreement of fixed duration. Our labour relations and disputes legislation is framed to protect

the stability and duration of these agreements. A legally imposed system of arbitration guards against their violation, and a number of provisions are designed to prevent their reopening, except under very special circumstances. On matters not covered by the agreements, employers are deemed generally by arbitrators to have the "residual right" to determine working conditions. This system works very well where working conditions are relatively stable, but this is not often the case today.

Management should not be censured for desiring to retain the present system of fixed-term agreements. It is natural for a party to a collective agreement under our present system of industrial relations to want to preserve its advantage, and it cannot be denied that **management has an advantage if it can unilaterally introduce changes that, in effect, can create working conditions never contemplated by the other party when the agreement was made, and that for practical purposes abrogate the agreement.**

Neither can the trade unions be censured for desiring to discuss, negotiate or bargain when technological change is introduced at a time when, under present system of industrial relations, their hands are tied for the duration of the collective agreement. The continued inability of trade unions to come to grips with disputes arising from technical innovations can lead only to a further defiance of trade union leadership and direct wildcat action by the employees.

Management has lived and grown in Canada by adapting itself to change—changes in technology, in fiscal policy, in taxation, in consumer demand and in innumerable other ways. Adapting to change is the science of management. If there is a change in our labour legislation bearing on the introduction of new techniques, it is to be expected that management will take that legislative change in its stride and make the necessary adaptations in industrial relations. Any loss occasioned by delay in introducing technological change during the term of an agreement may not be as great as the loss through labour that will ensue if the present legislative system supporting collective bargaining is rigidly retained in its entirety in the face of the constant technological change that has brought about its obsolescence.

Selection on the basis of individual capacity

"Our purpose today is to explore ways and means to broaden acceptance of the concepts inherent in our age discrimination legislation and to learn about problems of its implementation," Dalton Bales, Ontario Minister of Labour, told more than 200 delegates from management, organized labour and federal and provincial government departments who attended a seminar in Toronto in June. The seminar on the Older Worker in Today's Economy and Community was sponsored by the Age Discrimination Division of the Ontario Human Rights Commission.

The Minister continued, "I dare say we could sum up the concepts by saying: equality of opportunity in employment requires that men and women be considered on the basis of their individual capacities and not on the basis of any characteristics generally attributed to a group."

Charles Odell, U.S. Department of Labor, in giving the keynote address, paid tribute to the work of Dr. Leon Koyl, who at Sunnybrook Hospital in Toronto, had developed a profile for measuring an individual's physical and mental capacity for work. The use of this profile

made possible the matching of workers' capabilities with job requirements. Mr. Odell stated that Dr. Koyl's work had attracted considerable interest in the United States.

The first session dealt with the subject of youth versus age and was opened by psychologist James F. Hickling, President of Smith, Caldwell, Hickling Limited, Toronto. Mr. Hickling suggested that anyone who judges the suitability of individuals for employment on the sole basis of chronological age is, at best, a superficial judge.

He stressed that: different age groups have different contributions to make and we need all of these contributions to make our total society work; the young are creative, but rebellious, the middle-aged are efficient, but cold, the older are stable, but cautious; and an employer should make his hiring decisions, not on the basis of chronological age, but in terms of the nature of the task he needs done.

Dr. J. L. Fowler, medical director of Imperial Oil, referred to a study on truck drivers made by an affiliate of his company. This study found that a group of drivers aged 40 with 10 years experience had an accident rate less than half that of their younger counterparts. In fact, drivers in the 50 to 64 age range—representing 26 per cent of the total group— with at least 15 years experience had the best accident-free records of all. In concluding, Dr. Fowler stated that, **in jobs and occupations where judgment, experience and know-how were requisites, and where problems of turnover existed, there was good reason to give a degree of preference to older workers.**

The afternoon sessions were opened by H. L. Douse, Chief, Section on Older Workers, Manpower Utilization Branch, Canada Department of Manpower and Immigration. He spoke on pensions, insurance and obsolescent skills as barriers to the employment of older workers. He pointed out that, as barriers, these three factors were highly over-rated and stressed instead the positive factors inherent in the use of older manpower.

J. W. Bentley, Superintendent of Pensions, Pension Commission of Ontario, described the growth of pensions, pension planning and law in the Province. He explained that the law today makes it easier for the older employee to terminate and maintain some entitlement to a pension benefit; and, of course, this should make it possible for employers to ease their personnel policies affecting the employment of older workers.

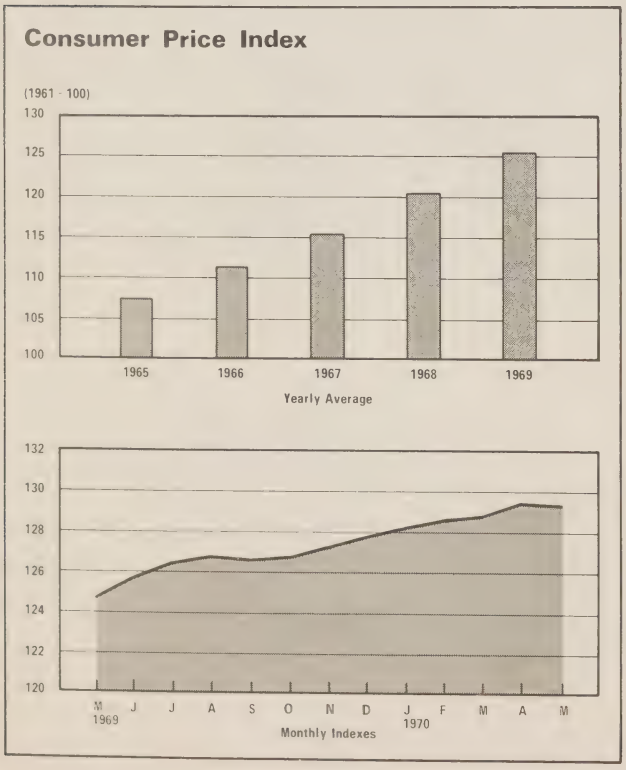
The final session was opened by T. A. Smith, Supervisor, Training and Development, Chrysler Canada Limited. Mr. Smith described as an obvious problem the effect of aging on the efficiency of the individual and called for more study in the areas of industrial medicine and hygiene for the older worker. He also urged more effort in the fields of sociology and the behavioral sciences to determine ways of handling the older worker.

Mr. Smith said that **the constantly changing technology of our times poses a serious problem for the older worker. Machinery changes, changes in techniques, vagaries of the market, all place constant pressure on people to upgrade and update their knowledge and skills.** He said that, in his company, classes in pneumatics, welding, electronics, and all the basic maths, blueprint reading and other subjects necessary to understand a new technology are provided for older workers. The company had found that the swing shift prevented most employees from getting a high school education, so it now had classes in high school subjects on the premises. In concluding, Mr. Smith stressed that the older worker is one of our greatest assets and that the understanding of this statement would provide the insight to handle his problems.

The final speaker, Andrew Andras, Director, Legislation Department, Canadian Labour Congress, pointed out that one serious cause of employer unwillingness to employ older workers lay in the changing technology and in the standards of education that employers established as a prerequisite for hiring. He suggested that it was a moot point whether employers should insist on the relatively high educational standards that they now impose. In many instances, the standards were excessive and reflected exaggerated judgments as to what was required.

In conclusion, Mr. Andras suggested three ways, as far as social policy was concerned, in which unions could act positively. **(1) by pressing for full employment as the surest way of ensuring job opportunity for older and other workers who suffer job discrimination; (2) by helping to police human rights legislation as it pertains to age discrimination; and (3) by exploring the collective bargaining process itself as a means of removing barriers that now exist against the hiring of older workers.**

Price indexes



Consumer, May 1970

The consumer price index (1961 = 100) declined 0.1 per cent to 129.6 in May from 129.7 in April and was 3.8 per cent higher than in May 1969. This is the first decline recorded in May since 1962. The decrease in the latest index was accounted for by a decline of 0.9 per cent in the food index. The housing component rose 0.5 per cent; health and personal care and the recreation and reading indexes each rose 0.4 per cent; the transportation index moved up 0.2 per cent. The indexes for clothing and for tobacco and alcohol were unchanged.

The food index declined 0.9 per cent to 130.3 from 131.5, but was 4.2 per cent higher than a year earlier. Decreases in the price levels of meat, poultry and fresh vegetables accounted for most of the decline. The meat, fish and poultry component dropped 1.7 per cent, with decreases of nearly 5 per cent in the prices of pork and poultry, partially offset by slight increases in the prices of some beef cuts. Vegetable prices declined 1.7 per cent, but were still 8.8 per cent higher than in May 1969. Prices of tomatoes and lettuce declined more than 20 per cent, and those for potatoes and celery increased more than 10 per cent. Egg prices declined 7.5 per cent. Among staple goods, increases were registered for sugar and coffee, but butter declined 0.7 per cent. Prices of fruit items rose 0.3 per cent, with increases in grapefruit and apples more than offsetting a decline in the price of oranges and canned and frozen orange juice.

The housing index rose 0.5 per cent to 130.4 from 129.8 and was 5.0 per cent higher than in May 1969. Rental costs increased 0.3 per cent, and higher prices for new houses and repairs advanced the home-ownership component 0.8 per cent. Among household operation items, the price of home furnishings rose 0.3 per cent, mainly as a result of a 0.9 per cent increase in furniture prices.

The clothing index was unchanged from the April level of 126.8, but was 2.4 per cent above the level of May 1969. A decrease of 0.1 per cent for men's wear offset increases of 0.3 per cent for children's wear and 0.4 per cent for footwear. Prices for women's wear were unchanged from the previous month.

The transportation index rose 0.2 per cent to 124.8 from 124.6 and was 3.7 per cent higher than in May 1969. Higher automobile insurance rates in British Columbia and New Brunswick, and increased prices for lubrication in Nova Scotia contributed to an increase of 0.2 per cent in the automobile operation index. The travel index rose 2.8 per cent because of seasonal increases in train fares.

The health and personal care index rose 0.4 per cent to 139.8 from 139.3 and was 4.2 per cent higher than in May 1969. The price of health care was generally the same as in April, but personal care rose 0.8 per cent as a result of higher prices for toiletries, ladies' hairdressing and men's haircuts.

The recreation and reading index increased 0.4 per cent to 130.1 from 129.6 and was 2.1 per cent higher than a year earlier. The prices of toys and games rose 0.9 per cent, and some increases in the price of Toronto newspapers advanced the reading index by 1.2 per cent.

The tobacco and alcohol index was unchanged from the April level of 126.5 and was 0.6 per cent higher than in May 1969.

City consumer, May 1970

The consumer price index (1961 = 100) increased in five regional cities and city combinations, declined in three and was unchanged in two. The movements ranged from an increase of 0.6 per cent in Halifax to a decrease of 0.5 per cent in St. John's.

Food prices were generally lower across the country, with declines in seven of the 10 food indexes. Increased rents and higher prices for household operation were mainly responsible for the rise in the housing indexes in most cities. Clothing components rose fractionally in five cities, declined in two and remained unchanged in three. There were advances in most transportation indexes, reflecting seasonally higher rail fares. Recreation and reading indexes recorded increases for all but three regional cities.

Health and personal care components rose in six cities, declined in three and were unchanged in Saskatoon-Regina. Tobacco and alcohol indexes were unchanged in most cities, and registered minor changes in the remainder.

Regional consumer price index point changes between April and May were: Halifax +.7 to 125.2; Vancouver +.3 to 123.4; Winnipeg +.2 to 127.3; Saint John +.1 to 123.6; Saskatoon-Regina +.1 to 122.2; Toronto no change from 127.5; Edmonton-Calgary no change from 124.7; St. John's −.6 to 121.8; Montreal −.3 to 124.4; Ottawa −.2 to 127.4.

Wholesale, May 1970

The general wholesale index (1935 – 39 = 100) declined 0.3 per cent in May to 288.6 from 289.5 in April, and was 1.9 per cent higher than the May 1969 index of 283.1. Five of the eight major group indexes declined, and three advanced.

The wood products group index declined 1.5 per cent to 377.5 from 383.1 in response to lower prices for fir and hemlock. A decline of 0.7 per cent to 292.8 from 294.8 in the non-ferrous metals products group index was attributable to lower prices for silver and tin. The animal products group index declined 0.6 per cent to 329.8 from 331.7 reflecting lower prices for fresh and cured meats and fishery products. Declines of 0.2 per cent or less occurred in the textile products group index to 257.7 from 258.1, and the non-metallic minerals products group index to 214.3 from 214.4.

The vegetable products group index increased 0.5 per cent to 239.3 from 238.1 on higher prices for potatoes, and sugar and its products. There were slight advances in two major groups—iron and its products to 307.0 from 305.8 and chemical products to 224.5 from 224.3.

Farm products prices

The index of Canadian farm products at terminal markets (1935 – 39 = 100) advanced 1.3 per cent to 279.2 from 275.6 in the three-week period between May 1 and May 22. The animal products index moved up 1.1 per cent to 363.1 from 359.2.

British retail, March

The British index of retail prices (January 16, 1962 = 100) was 137.0 at March 17, compared with 136.2 at February 17 and 130.3 at March 18, 1969. The increase was due to a rise, largely seasonal, in the average prices of many goods and services, including potatoes and other fresh vegetables.

The index for foods, the prices of which show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 147.7, compared with 142.7 in February. The index for the food group as a whole rose by 1.0 per cent, to 137.6, compared with 136.3 in February.

The index for the housing group as a whole rose 0.5 per cent to 152.2, compared with 151.4 in February, mainly as a result of rises in the average level of prices of materials for decorators and of rents for unfurnished dwellings.

There were increases in the average level of prices of most articles of clothing and footwear. The index for this group as a whole rose by more than 0.5 per cent to 121.7, compared with 120.9 in February. Mainly because of an increase in the average level of prices of second-hand cars, the index for the transport and vehicles group as a whole rose nearly 1.0 per cent to 127.5, compared with 126.4 in February.

The index for the services group as a whole rose by about 1.0 per cent to 149.5, compared with 147.9 in February, mainly as a result of an increase in the average level of television set rentals. There was a rise of about 0.5 per cent in the average level of prices in the group "meals bought and consumed outside the home," and the index rose to 140.5, compared with 139.7 in February.

Federations of labour conventions

Two provincial federations of labour—Manitoba and New Brunswick—held their annual conventions in June. The Manitoba Federation passed resolutions on pollution, auto insurance and minimum wages. The New Brunswick Federation passed resolutions on proper sewage and the removal of all water and air pollutants. Both conventions rejected the Prices and Incomes Commission's 6 per cent ceiling on wage increases.

Manitoba

The Manitoba Federation of Labour, at its 16th annual convention, rejected the newly announced limitation of a 6 per cent ceiling on wage increases and supported an emergency resolution condemning the validity of the recommendations by the Prices and Incomes Commission. Approval of the resolution followed a debate during the three-day, June convention in Winnipeg. The Federation is opposed to wage controls without similar controls for profit-making and other non-employee income sources, including rents. The resolution also called on the federal Government to require immediately that no price increase of any kind be permitted without prior negotiation and justification before a public tribunal.

The delegates approved resolutions to press the federal Government to discourage the practice of private employment agencies that make "considerable profit" on the wage rate paid by employers, and to make Canada Manpower the only employment agency. Other resolutions approved included the early introduction of government auto insurance, establishment of a permanent pollution committee, inclusion in medicare of free drugs, medication and optical requirements, and medicare coverage of all students regardless of age. A resolution from the United Steelworkers of America called for a suspension of the Churchill Forest Industries at The Pas until facilities to prevent pollution of the Saskatchewan River are found. The Federation requested also that the provincial Government test the validity of a contract between The Pas and Churchill Forest Industries.

Another resolution asked the provincial Government to approve a program that will create proper sewage plants in all Manitoba towns and cities, and to press also for government regulations that will make it mandatory for the removal of all water and air pollutants from operations by any company in Manitoba. The Federation further requested that the Government amend the Workmen's Compensation Act to make the ceiling on claims $9,000 (present ceiling $6,000) and to bring compensation to 100 per cent from 75 per cent of earnings. The delegates called also for legislation that would require all vendors of beverage containers to put a charge on containers and allow refund on empties, and they asked that trucks and heavy transports be taken off highways on weekends, to give drivers a rest.

Manitoba Premier Ed Schreyer admitted to convention delegates that the Government had not gone "quite as far as labour would have wished it to do with respect to the minimum wage." The present minimum hourly wage of $1.35 goes to $1.50 on October 1; the Federation's aim is to raise wages to $2 at once. A resolution calling for a $1.75 an hour minimum for all the province except the north "where it should be $2" was revised to read "$2 for all workers in the province over the age of 18."

H. L. Stevens, of the United Steelworkers of America, was re-elected President of the Federation at the convention. Re-elected also were Bernard Christophe, Secretary Treasurer, and Joseph H. Wilford, First Vice-President. Mr. Christophe manages the Retail Store Employees' Union and Mr. Wilford is International Representative of the Canadian Food and Allied Workers. T. E. Fick, Transit Union, and R. J. (Bud) Henderson were re-elected as the two Winnipeg Vice-Presidents. Provincial Vice-Presidents are Morris Hamilton for Brandon; Horace Cockerill for Flin Flon and district; Albert Pohl for Pine Falls; William Hendry for Selkirk, and Dale Tilling for Thompson and district.

New Brunswick

The delegates to the 14th annual convention of the New Brunswick Federation of Labour in June approved resolutions seeking: provincial Government control of New Brunswick Telephone Company; government financial assistance to doctors and dentists wishing to practise in small communities; and the establishment of a provincial compulsory car insurance scheme.

Other resolutions included a demand that the minimum wage be raised from $1.15, general minimum, and $1.25 minimum in the primary transportation, construction, mining, forest, sawmill and related enterprises, to $2 an hour; that employees covered by the Vacation Pay Act receive 8 per cent vacation pay annually and that employers in general be required to pay at least 6 per cent vacation allowance instead of the current 2 per cent minimum; that the provincial Government remove the "maximum clause" from compensation benefits legislation, and pay benefits of 75 per cent of the worker's total wages; and that an industrial inquiry commission be set up to determine if unfair labour practices exist.

Resolutions were adopted calling for: unions to negotiate a 36-hour workweek in all future contract talks; the amendment of the Labour Relations Act so that employees have the right to strike on the date their contract expires, independent of conciliation applications; the establishment of a provincial lottery; a police academy to train all municipal police; improvements at Saint John Airport; and condemnation of the Garnishment Act that now allows a creditor to garnishee all but $35 of a worker's salary. The delegates demanded also that noise in pulp and paper mills stay below the danger level of 85 decibels; that all diesel oil-burning vehicles in New Brunswick be equipped with exhaust fans; that the provincial Government tax all raw materials exported from New Brunswick, in order to protect and develop industry; that all apprenticeships include safety training; that the provincial Government be pressured to replenish rivers with hatchery-raised fish, and that the trout season be closed on September 1 to protect spawning fish.

A resolution calling for the re-establishment of Grade 13 was referred back to the resolutions committee for further study. Two scholarships of $1,500 each will be made available to members of labour movements in New Brunswick to take courses at the Labour College of Canada, R. P. Campbell, Deputy Minister of Labour, announced during the convention.

New executive members of the New Brunswick Labour Federation were chosen during the convention. Elected were: Paul LePage, of Bathurst, President; J. Eric Pitre, Vice-President for Goucester County; Chester McNair, Vice-President for Restigouche County; Phillip Booker, Vice-President for Carleton, York and Sunbury Counties; Timothy McCarthy, Vice-President for Northumberland and Kent Counties; Alvin Blakely, Vice-President for Kings, Westmorland and Albert Counties; Fred Hodges, Vice-President for St. John, Charlotte and Queens; Roland Blanchet, Vice-President for Madawaska and Victoria Counties; Gregory Murphy, of Moncton, as Secretary-Treasurer; and Mrs. Anne Laird as the Federation Trustee.

Steelworkers meet

A proposal that Canadians take control of their own union affairs was discussed during a two-day Canadian Steelworkers convention in Edmonton in May. But most of the speakers opposed a plan to set up a separate Canadian strike fund as proposed earlier by Jean Gerin-Lajoie, Director of the Québec and Atlantic Provinces district of the United Steelworkers of America. Instead, the delegates proposed that the international union increase strike fund dues for all members to build larger reserves. Last year, strikes by nearly 40,000 Canadian Steelworkers cost the international fund $12,279,385, with only $4,070,548 coming from contributions by Canadian members. The delegates passed a resolution calling on Canadian Director William Mahoney to draw up a new strike-assistance plan for the Steelworker conference this October. Under the present constitution, Canadian Steelworkers cannot change union structure without approval of an international convention.

The delegates passed also a resolution demanding that the cost of pollution clean-up operations be forced upon the interests that profit from activities that cause pollution, and that trade unions use their influence and resources to bring pollution under control. Another resolution passed called for a "full public inquiry into wages, prices, profits, interest rates, rents and other ingredients of our economy" to combat inflation. Chartered banks and trust companies are the real cause of inflation because of exorbitant interest rates and not wage increases won through negotiations last year, the delegates said. The Steelworkers union will press for pensions of 75 per cent of normal pay after 30 years service regardless of age, and the union is striving for retirement of workers at full pension as early as at age 48. Union executives rejected demands for a 32-hour week, but said that emphasis during contract bargaining should be on a shorter work year.



Legal decisions

In court decisions reviewing administrative rulings, the Ontario Court of Appeal found it incorrect to interpret "same work" as "identical work" and upheld an equal pay determination under the Ontario Employment Standards Act. The Quebec Superior Court ruled that a shipping company was extra-provincial. The Saskatchewan Court of Queen's Bench decided that the Saskatchewan Labour Relations Board, having authority to conduct a vote in a "final offer," had jurisdiction to determine the terms of the final offer.

Ontario Court of Appeal

The Ontario Employment Standards Act provides that no employer shall discriminate between his male and female employees by paying a female employee at a rate less than a male employee for the same work performed in the same establishment, the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions. Exceptions are allowed in the case of a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or a differential based on any factor other than sex. **Under the authority of the Act, the Director of Employment Standards Branch of the Ontario Department of Labour made a determination that female nurses aides and male orderlies employed at an old people's home operated by the Municipality of Metropolitan Toronto were performing equal work but were receiving unequal pay. The Director ordered the municipality to pay the accumulated unpaid wages due to the nurses aides.** This determination was reviewed and affirmed by the Executive Director of Manpower Services for the Ontario Department of Labour.

On application from the municipality, a judge of the Ontario Supreme Court quashed the order and determinations of the two Department of Labour officers; he found that they had erred in law by interpreting the equal pay provision to mean that it applied to cases in which men and women "were doing work that was not the same but substantially of the same character." This decision was appealed.

Mr. Justice Jessup, speaking for the Ontario Court of Appeal, understood the officers to have held in their determinations that the work of the orderlies and nurses aides was "patently of the same nature or kind" and that the criteria for determining whether the work was the same within the meaning of the equal pay provision were "equal skill, effort and responsibility under similar working conditions." The judge who quashed their determinations, Mr. Justice Jessup said, would have found error in law in any event because his interpretation of the equal pay provision would have required that employees not only perform the same work but that they must have been engaged to perform the same work, and because that judge's view was that "same work" meant identical work.

In Mr. Justice Jessup's opinion, the officers had not erred in law; he found that the equal pay provisions applied to work of the same kind or nature performed by females or males for an employer in the same establishment, the performance of which requires equal skill, effort and responsibility and is performed under similar working conditions. To interpret "the same work" to mean "the identical work" would render "similar working conditions" redundant. Further, Mr. Justice Jessup found that it is the work being performed by male or female employees, not their terms of hiring, that invokes the equal pay provision.

The findings of fact made by the officers were not reviewable; there was no error of law alleged. The equal pay order and determinations of the Department of Labour officers were upheld. **Toronto (Metropolitan) v. Howard and Warren for Dept. of Labour,** decided April 16, 1970, 70 CNLC, para. 14,030.

Quebec Superior Court

The Canadian Marine Officers' Union applied to the Canada Labour Relations Board in May 1968 for certification as bargaining agent for a unit of licensed engineers employed on ships owned or rented by Agence Maritime Inc. The company challenged this application, claiming that the board did not have jurisdiction, but, in July 1969, the board rejected the company's claim, found that the engineers in the proposed unit were employees in an undertaking to which the federal Industrial Relations and Disputes Investigation Act applied, and certified the union. The company applied to the Québec Superior Court for a writ under the Québec Code of the Civil Procedure to quash the board's order.

Alleging that it was an intraprovincial undertaking, the company argued that the Québec Labour Relations Board had always had jurisdiction over its ship crews; that its vessels operated only within the territorial limits of the province of Québec; and that the Canada Labour Relations Board had no jurisdiction to hear and grant an application for certification of employees who, according to the work they performed, came within the jurisdiction of the Québec board. The company referred to **Agence Maritime Inc. v. Canada Labour Relations Board and Seafarers' International Union** (L. G., Feb. 1970, p. 150), a case arising from a certification application for a different group of the company's employees, in which the Supreme Court of Canada decided that the company was operating within the Province of Québec and did not come under the jurisdiction of the Canada Labour Relations Board.

The judge in the case at bar, Mr. Justice Laroche, recalled that in the **Eastern Canada Stevedoring** case (L. G. 1955, p. 952), the Supreme Court of Canada had said that the degree to which the federal Act applies to employees of an undertaking would depend on the circumstances of a particular case. In order to know if the board had exceeded its jurisdiction in this particular case, the actual character of the company's activities must be found. Mr. Justice Laroche was of the opinion that reliance on the facts alleged by the company in its application to quash the board's order would result in a finding that the company was intraprovincial and that the board had exceeded its jurisdiction. When testimony of the company's vice-president/general manager was taken into account, however, the actual character of the company's undertaking was no longer the same.

There was evidence that four extraprovincial trips were undertaken by the company in 1968. In advertising material, the company described itself as "serving ports of the St. Lawrence River, Great Lakes and Atlantic Coast comprising polar ships for ice navigation on the St. Lawrence and in the Arctic" and as serving Montréal,

Québec and "all Arctic ports." The vice-president/general manager answered affirmatively when asked whether the company submitted tenders to businesses and government for the transport of cargo outside the limit of Québec. In 1968, the company held "home trade" certificates for four vessels, two of which were owned by it. Under the Canada Shipping Act, a "home trade voyage" means a voyage between places within Canada, the continental United States, St. Pierre and Miquelon, the West Indies, Central America and the northeast coast of South America. For the services that it renders, the company had received a federal grant of $43,000 from the Canadian Transport Commission.

Mr. Justice Laroche concluded that the company was offering and providing an extraprovincial service in a continuous and regular manner (de façon constante et ininterompue) to all those requesting such service. He referred to decisions of the Ontario High Court in the **Tank Truck Transport** case (L. G. 1961, p. 159; affirmed on appeal, (L. G. 1963, p. 611) and the **Liquid Cargo Lines** case (L. G. 1965, p. 435). The company's application to quash the certification order of the Canada Labour Relations Board was refused. **Agence Maritime Inc. v. Conseil canadien des relations ouvrières et Le Syndicat canadien des officiers de la marine marchande,** decided May 15, 1970 (unreported).

Saskatchewan Court of Queen's Bench

In 1969 the Saskatchewan Trade Union Act was amended to provide that, when a strike has continued for 30 days, the union, the employer or an employee involved may apply to the labour relations board to conduct a vote to determine whether a majority of voting employees favour acceptance of the employer's final offer and a return to work. A union, whose members had been on strike from March to September 1969, applied to the board for such a vote, alleging that a final offer had been made on October 15, 1968. The company, in its reply to the application, said that its final offer had been made on August 11, 1969. **In written reasons for judgment, the board ordered the vote, but said that it did not have jurisdiction to determine the terms of the final offer or when the offer had been made.**

Claiming that the board had exceeded its jurisdiction or was without jurisdiction and so erred in law on the face of its order, the company applied to the Queen's Bench Court for certiorari to quash the board's order. The question before Mr. Justice MacDonald was whether the board, by declaring its lack of jurisdiction to decide the terms of the final offer, was refusing to perform its duty under the Act. The judge found that the Act did not deal in plain words with the question of the "final offer." The union involved argued that the Saskatchewan legislature had overlooked determination of the final offer and had not given the board jurisdiction to decide. The company argued that the whole purpose of the provision for a vote on the final offer would be defeated if the board did not determine the final offer prior to having a vote taken. The board's power to make the determination, the company said, lay in another section of the Act under which the board may receive such evidence and information as, in its discretion, it may deem fit and proper.

Mr. Justice MacDonald said that it was not possible to hold a vote unless someone decided what was the final offer. If this was the board's responsibility, its refusal to decide would be an error in law affecting its jurisdiction. In **Board of Prince Albert School Unit No. 56 v. National Union of Public Employees, Local 832** (L. G. 1962, p. 1395), it was found that the labour relations board could not make orders determining the appropriate unit of employees or which union represents a majority of employees under the Saskatchewan Trade Union Act unless it had a right to determine who are "employees." Applying this reasoning in the case at bar, Mr. Justice MacDonald said that the board, having authority to conduct a vote on the final offer, had jurisdiction to determine what was the final offer. Its order for a vote was quashed. **Smith-Roles Ltd. and the Labour Relations Board (Saskatchewan) and the United Stone and Allied Products Workers of America, Local No. 200,** decided October 31, 1969, 60 CLLC, para. 14, 225.

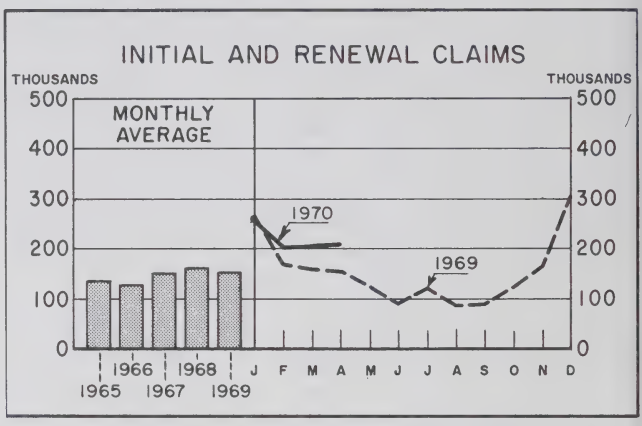
Unemployment insurance report

A total of 208,862 initial and renewal claims were filed in Canada during April 1970, an increase of 6,098, or 3 per cent, over March 1970 and an increase of 53,440, or 34 per cent, over April 1969. All provinces except Ontario shared in the increases over March in the number of claims filed. Increases ranged from 9 per cent in Manitoba and Saskatchewan to 33 per cent in British Columbia. Ontario experienced, for the fourth consecutive month, a decrease in the number of claims filed.

In a comparison with the number of claims filed in April 1969, all provinces had increased counts. For the second consecutive month, the provinces of the Atlantic Region showed the smallest increases, with no change exceeding 21 per cent. The most notable increases occurred in Alberta and British Columbia, where claim increases over last year were 69 per cent and 66 per cent.

As a result of a decrease of 47 per cent in the renewal claims filed in Ontario in April, renewal claims in Canada were 11 per cent fewer than in March. Initial claims, prompted by increases in all provinces except Ontario, where a marginal decline was experienced, increased 8 per cent. Compared with April 1969, the number of initial and renewal claims filed were substantially greater this month in most provinces.

Claimants for unemployment insurance totalled 690,723 on April 30, 1970, a decrease of 2 per cent from the total on March 31. This is the first month-over-month decrease in the claimant count since August 1969. Although the claimant count traditionally rises in winter months as a response to seasonal factors on the labour



market, the decrease in the claimant count usually comes somewhat earlier in the spring than this year.

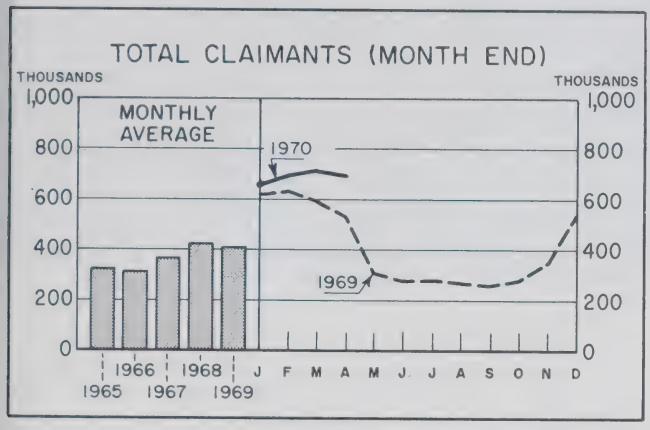
The April claimant count, compared with that of March, was lower in all provinces except Alberta and British Columbia, where the counts increased 4 per cent and 5 per cent. The greatest decreases, 13 per cent to 18 per cent, took place in the Atlantic Provinces.

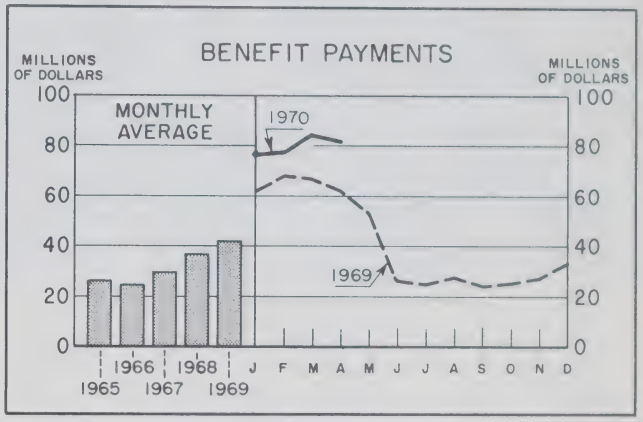
The claimant count for April was 31 per cent higher than the equivalent count in April 1969. For no month during the past 16 months have the year-over-year changes in the claimant population deviated by as great a proportion as this month. As in previous months, the greatest increases over the 1969 count occurred in Ontario, Alberta and British Columbia, which each had increases exceeding 40 per cent.

The average number of beneficiaries per week during April was estimated to be 513,100, a decrease of 3 per cent from 528,000 in the preceding month, but an increase of 31 per cent from the April 1969 estimate of 392,200. Benefit payments totalled $81,000,000 in April 1970 compared with $84,000,000 in March and $61,900,000 in April 1969. Average weekly benefit paid in April was $35.08, marginally lower than the $35.36 paid in the previous month, but higher than the $31.56 paid in April 1969.

New cases of recorded unemployment totalled 80,900 during March, an increase of 37 per cent over the 59,000 cases recorded in March 1969. All sectors with the exceptions of transportation and public administration experienced increased numbers of claims compared with March 1969. Claim increases from three sectors—forestry, manufacturing and construction—were equivalent to 80 per cent of the total increase.

In the forestry sector, claim increases in the provinces of Québec and British Columbia predominated, accounting for 84 per cent of total sector increase. In the manufacturing sector the situation was somewhat similar, with increases over last year in two provinces—Ontario and Québec—accounting for 74 per cent of the total sector increase. Of the increase in the construction sector, 73 per cent resulted from approximately equal claim increases in the provinces of Québec, Alberta and British Columbia.





Summary Table

Activity	April 1970	March 1970	April 1969	Cumulative Data: January to April 1970	Cumulative Data: 12 months ending April 1970
			(in thousands)		
Insured population at end of month	—	5,718	5,499	—	—
Initial and renewal claims filed:					
Total	209	203	155	879	1,984
Initial	158	146	120	671	1,489
Renewal	51	57	35	208	495
Claimants currently reporting to local offices	691	705	527	687*	420*
Beneficiaries (weekly average)	513	528	392	535*	323*
Weeks compensated	2,309	2,376	1,961	9,079	16.596
Benefit paid	81,008	84,019	61,891	304,160	561,187
Average weekly benefit	$35.08	$35.36	$31.56	$33.50	$33.81

* Monthly average.

Certification before the CLRB

The Canada Labour Relations Board met for three days during June. It granted nine applications for certification, rejected two, ordered two representation votes in certification proceedings, and one vote in revocation proceedings. It also granted one request for review of an earlier decision, two applications for revocation of certification, and rejected one application for revocation of certification. During the month the Board received 14 applications for certification and one request for review of an earlier decision.

Applications for certification granted

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of The City of Whitehorse, Whitehorse, Y.T. (L. G., Aug., p. 582). The Canadian Union of Public Employees had intervened.

General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Norton Cargo Limited, Winnipeg, Man. (L. G., June, p. 442).

United Transportation Union, on behalf of a unit of locomotive engineers employed by the National Harbours Board at the Port of Montreal (L. G., July, p. 508). The Brotherhood of Locomotive Engineers had intervened.

International Union of Operating Engineers, Local 793, on behalf of a unit of employees of the St. Lawrence Stevedoring (Western) Limited, Seaway Terminals Division, Hamilton, Ont. (L. G., June, p. 442). The International Longshoremen's Association, Local 1842 (Toronto) and Local 1654 (Hamilton) had intervened.

United Brotherhood of Carpenters and Joiners of America, Local 2499, on behalf of carpenters employed at Watson Lake, Y.T. by Parkins Construction Limited, Edmonton, Alta. (L. G., June, p. 442).

Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and certain other employees of Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont. (L. G., June, p. 442).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the M.V. "Congar" by Johnstone Shipping Ltd., Toronto, Ont. (L. G., July, p. 508).

Building Material, construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of sales clerks employed by Builders Supplyland (Division of Stratford Motel (Yukon) Ltd.), Whitehorse, Y.T. (L. G., Aug., p.).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of drivers employed by M. J. Kaminsky Transport Ltd., Edmonton, Alta. (L. G., Aug., p. 583).

Applications for certification rejected

Professional Transport Workers' Union of Canada, applicant, and Maccam Transport Ltd., Moose Jaw, Sask., respondent (employees at Saskatoon terminal) (L. G. May, p. 372). The application was rejected because the Board did not consider a unit of drivers working out of the Saskatoon terminal of the company to be appropriate in view of the manner in which the company's operations are carried on.

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, applicant, and Canadian National Railways, Montreal, Qué., respondent (clerks, Roadcruiser Service, Nfld.) (L. G., Aug., p. 582). The application was rejected because it was not supported by a majority of the employees affected in a respresentation vote conducted by the Board.

Representation voted ordered

Canadian Merchant Service Guild, applicant, and Pacific Hovercraft Ltd., Vancouver, B.C., respondent Returning Officer: A. A. Franklin (L. G., Jan., p. 58).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant and intervener, Canadian Brotherhood of Railway, Transport and General Workers, applicant and intervener, K.N.R. Truck Lines, Vancouver, B.C., respondent (line drivers), and George A. Vold, et al., interveners (L. G., June, p. 442; July, p. 508). The Board directed that the names of both applicants appear on the ballot (Returning Officer: A. A. Franklin).

Representation vote ordered—revocation

W. O. McCamon, applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., July, p. 508) (Returning Officer: A. E. Koppel).

Request for review

Under Section 61(2) of the Act the Board granted a request for review by the Office and Technical Employees' Union, Local 15, Office and Professional Employees International Union, seeking amendment of certificates issued to it as bargaining agent of units of clerical employees employed at Burnaby and Cranbrook, B.C., by Millar & Brown Ltd., Cranbrook, B.C. (L. G., July, p. 508). The Board granted the request by way of amending the certificate covering employees at the Burnaby, B.C. terminal. The certificate was amended to show the present name of the union as bargaining agent and the bargaining unit was enlarged to include general clerks employed at the company's terminals in Nelson, Trail, Kelowna, Penticton and Kamloops, B.C.

Applications for revocation granted

The Board granted applications made by Neil W. Campbell, et al., and Wayne Wasylenko, et al., for revocation of two orders of the Board dated August 11, 1966, which certified the Building Service Employees' International Union, Local 308 (now Service Employees' Internationa Union, Local 308) as bargaining agent for two units of employees of Atomic Energy of Canada Limited employed at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (L. G., July, p. 508).

Application for revocation rejected

Thomas J. McAllister, et al., applicants, Hunt Transport Ltd., Burnaby, B.C., respondent, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., Aug., p. 583). (Reasons for judgment published as Supplement No. 5, 1970).

Applications for certification received

National Association of Broadcast Employees and Technicians, on behalf of a unit of technical department employees of Lethbridge Television Ltd. (CJLH-TV), Lethbridge, Alta. (Investigating Officer: A. A. Franklin).

Syndicat des Journalistes de Montréal Inc., on behalf of a unit of employees of CKJL, Radio-Laurentide Inc., Saint-Jérôme, Qué. (Investigating Officer: S. T. Payne).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Art Smith Construction Co. Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Harvie Wilkening, operating under the name of Harv Wilkening Transport, Regina, Sask., (Investigating Officer: A. E. Koppel).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and helpers employed by J. Brault Inc., St-Jean, Que. (Investigating Officer: R. E. Bouchard).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of personnel of Haste Mines Development Ltd., Vancouver, B.C., employed in the Northwest Territories (Investigating Officer: A. A. Franklin).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Canadian Mine Services Ltd., Vancouver, B.C., employed in the Northwest Territories (Investigating Officer: A. A. Franklin).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of freight handlers employed by Valleyfield Dock & Terminal Co. Ltd., Valleyfield, Que. (Investigating Officer: R. E. Bouchard).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Canadian Mine Services Ltd., Vancouver, B.C., employed in the Yukon Territory (Investigating Officer: A. A. Franklin).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Haste Mines Development Ltd., Vancouver, B.C., employed in the Yukon Territory (Investigating Officer: A. A. Franklin).

General Truck Drivers Union, Local 938, Transport Drivers, Warehousemen and Helpers Union, Local 106, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of American, on behalf of a unit of employees of Bulk Carriers Ltd., Cooksville, Ont. (Investigating Officer: H. A. Fisher).

Hotel and Restaurant Employees' and Bartenders' International Union, Local 662, on behalf of a unit of personnel employed in Marcom and Dockyard Management Coffee Shops by Canadian Forces Exchange System (C.F.E.S.) Canex, Halifax, N.S. (Investigating Officer: C. A. Ogden).

Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Atco (Western) Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

Le Syndicat des Journalistes de Montréal Inc. (CSN)-Section CHEF, on behalf of a unit of employees of La Voix de l'Est Limitée—Department CHEF, Granby, Que. (Investigating Officer: R. E. Bouchard).

Request for review

The Board received a request for review under Section 61(2) of the Act seeking amendment of the Board's order of February 13, 1959, as amended April 30, 1963, which certified the Civil Service Association of Canada (now the Public Service Alliance of Canada) as bargaining agent for a unit of employees of Eldorado Mining and Refining Limited (now Eldorado Nuclear Limited). The union requests that the Board's order be amended to name the Public Service Alliance of Canada as the bargaining agent (L. G., 1959, p. 386; L.G., 1963, p. 502).

Conciliation before the minister of labour

During June the Minister of Labour appointed conciliation officers to deal with the following disputes:

J. B. Baillargeon Express Limited, Montreal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: G. R. Doucet).

Montreal City and District Savings Bank, and the Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: G. R. Doucet).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron).

W. R. Cameron Limited, St. Catharines, Ont., and Teamsters Local Union No. 879 (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

Kingsway Freightlines Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees' Union, Local 362 (Conciliation Officer: D. H. Cameron) (L. G., Aug. p. 584).

Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (Conciliation Officer: G. R. Doucet) L. G., July, p. 505).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5762 (Conciliation Officer: T. B. McRae) (L. G., July, p. 505).

Canadian National Railways (drivers employed in road cruiser highway bus service in Newfoundland area) and United Transportation Union (Conciliation Officer: W. J. Gillies) (L. G., June, p. 438).

Bell Canada (Directory Advertising Sales Employees Western Region) and Office and Professional Employees' International Union, Local 131 (Conciliation Officer: H. A. Fisher) (L. G., June, p. 438).

Dispute settled by mediation

Leamington Transport (Western) Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Mediator: T. B. McRae) (L. G., April, p. 309).

Conciliation boards appointed

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (representing Captains and Engineers) (L. G., Aug., p. 584; July, p. 505).

Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., July, p. 505).

Canadian Broadcasting Corporation, and Canadian Wire Service Guild, Local 213 (L. G., July, p. 505).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in May to deal with a dispute between Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Aug., p. 585) was fully constituted in June with the appointment of R. A. Gallagher, Q.C. of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee George Eugene McKee of North Vancouver, and union nominee Charles Patrick Neale of Vancouver.

The Board of Conciliation and Investigation established in May to deal with a dispute between Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L .G., Aug., p. 585) was fully constituted in June with the appointment of R. A. Gallagher, Q.C. of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee George Eugene McKee of North Vancouver, and union nominee Charles Patrick Neale of Vancouver.

Conciliation board reports received

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., June, p. 440) (Full text appears in Supplement No. 5, 1970).

Albert G. Baker Limited; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Québec and International Longshoremen's Association, Local 1958 (L. G., June, p. 440) (Full text appears in Supplement No. 5, 1970).

Settlements reached before conciliation boards

United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L. G., July, p. 506).

Ottawa Transportation Commission, and Amalgamated Transit Union, Division No. 279 (L. G., June, p. 439).

Canada Steamship Lines Limited (Clerical and Shed Staff Groups at Montreal and the Lakehead) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., Aug., p. 586).

Conciliation boards not appointed

V.T.R. Productions Limited, Toronto, Ont., and Local 873, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L. G., Aug., p. 584).

Active Cartage Ltd., (Toronto and Fort Erie Terminals) and General Truck Drivers' Union, Local 879; General Truck Drivers' Union, Local 938 (L. G., July, p. 505).

B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Bortherhood of Railway, Transport and General Workers (L. G., Nov., 1969, p. 680).

Strike terminated

B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Merchant Service Guild (strike terminated June 13 with mediation assistance of W. P. Kelly, and D. S. Tysoe.) (L. G., Aug., p. 586).



Railway arbitration

Eight cases were heard by the Canadian Railway Office of Arbitration in Montreal on May 12. Grievances were dismissed in all cases.

Case No. 207. Dispute between the CNR and the Brotherhood of Locomotive Engineers over 20 demerit marks assessed to the record of an engineer.

The engineer was ordered in unassigned freight service from his home terminal through one town to another town and back to the first town. Returning to the first town would have completed this assignment, and he would have been entitled to book rest. But he booked rest the first time he reached the town, although he had not completed his assignment and had not arrived at that terminal as his destination. He was merely passing through it en route.

The arbitrator concluded that the engineer "behaved improperly when he ignored his instructions and took himself off duty (at the town) when he ought to have moved through that point and completed his assignment . . ." The grievance was dismissed and the demerit marks remained on the engineer's record.

Case No. 208. Dispute between the CNR and the Brotherhood of Locomotive Engineers over 53 claims for a new day for the alleged violation of the collective agreement.

The engineers were on a train operating from a terminal through one town to another town and back to the first town. The mileage from the terminal to the first town is 91.6, and the mileage for the rest of the trip is 12.6. The engineers submitted tickets for 100 miles, plus allowances for the first part of the trip and a second ticket for a new day for the 12.6 miles. The company paid the men as if they were in continuous service and did not pay the tickets for a new day.

The agreement says that when the engineers arrive at the "objective terminal" they can be released from duty. The arbitrator said that only when they returned to the first town could they "properly be said to have arrived at their final or objective terminal" within the meaning of the agreement. He dismissed the grievance.

Case No. 209. Dispute between the CNR and the Brotherhood of Locomotive Engineers over claims by an engineer that he had "been tied up between terminals."

The engineer left on his regular assignment, but the derailment of another train made it impossible for his train to travel on its normal route. The engineer's train was rerouted on another track past his regular destination. On arrival at another terminal, he went off duty. Eight hours later, he was ordered to deadhead by taxi from this terminal to his regular destination to protect his regular return assignment, which was now operating on its normal route. The engineer claimed 100 miles for being tied up between terminals.

The arbitrator said that the engineer's assignment was changed and the engineer did arrive at his original destination to protect his regular return trip. Therefore, as he was not tied up between terminals, the grievance was dismissed.



Case No. 210. Dispute between the CNR and the Brotherhood of Locomotive Engineers over a claim by an engineer for holiday pay.

The engineer was on sick leave for several months, but he asked for and was granted vacation pay for three weeks in the summer, during which time there was a general holiday. The engineer submitted a general holiday claim for 172 miles. The arbitrator said that the engineer was not available for duty on the holiday, nor was he entitled to wages during the 30 days before the general holiday as he was ill. And besides, he was considered to be on vacation during this time. The arbitrator said that the engineer was not qualified for holiday pay and he dismissed the grievance.

Case No. 211. Dispute between the CNR and the United Transportation Union over claims by a conductor and crew for "work-train service."

The conductor and crew operated their assigned train that included two cars carrying stone. These cars were to be unloaded from a point within the switching limits of the train's point of origin to a point outside the switching limits. But the two cars were empty before the train left the switching limits, and it carried them through to its destination.

The men were paid for their continuous time, but they claimed an additional day's pay at yard rates, "alleging that work-train service was performed . . ."

The arbitrator said that if the men had been assigned to carry out the work as it was actually performed—wholly within yard limits—their grievance would succeed. But this was not their assignment. They were told that the cars were to be unloaded from a point within the switching limits up to a point beyond the limits. The arbitrator said that the assigned work "was not yardmen's work, and it was only due to a failure or inability to carry out the assignment that yardmen's work happened to be performed." He dismissed the grievance.

Case No. 212. Dispute between the CNR and the United Transportation Union over claims by a brakeman who submitted time claims for the trip.

The arbitrator said that the brakeman was assigned in a pool of seven crews and not to any specific train on any specific day. In the normal course of events, he would have been called for a train at 12:15 a.m., but was called for another train that was leaving early. Thus, the brakeman was properly called for the earlier train as he was being called in his turn. The arbitrator said that the agreement contemplates that a train may be running late or ahead of time. But that provision didn't help in this case, because the brakeman didn't have a regular assigned trip; his assignment was to take one of a number of trips, according to his turn. The arbitrator concluded that "the provisions in the collective agreement . . . simply do not provide relief for the employee, who, not being available when called, misses the trip he would have taken. For this reason, the grievance must be dismissed."

Case No. 213. Dispute between the CPR and the Brotherhood of Maintenance of Way Employees over an employee's claim for holiday pay.

The grievor was injured and was out of service for almost two months. He returned to work the day before the holiday, but his services were not required on the holiday. The agreement says that in order to qualify for holiday pay, the employee must be "entitled to wages for at least 12 shifts or tours of duty during the 30 calendar days immediately preceding the general holiday . . ." The grievor was entitled to wages for only one shift during the 30 days and was therefore not entitled to holiday pay. The grievance was dismissed.

Case No. 214. An ex parte dispute between the CPR and the United Transportation Union over the right to exercise seniority.

A senior steward was denied the right to exercise his seniority to acquire a terminal position that is manned by a dining car service employee. The company stated that the position is filled by appointment and does not come within the scope of the collective agreement. The agreement says that the union is the agent for "dining car service employees engaged in the preparation and service of food and/or beverages in Canadian Pacific meal and bar service cars . . ." The arbitrator agreed that the terminal position did not come within the bargaining unit, and he dismissed the grievance.

Decisions of the umpire

CUB 2851. The claimant filed an application for benefit on July 17, 1968. He stated that he had last been employed as a carpenter on a construction site from May 8 to July 12. The reason for separation was: "Labourers on strike—we cannot cross the picket line."

The background material supplied stated that the claimant's loss of employment had been occasioned by a contract dispute between the construction contractors in the province and the labourers' union. **When the labourer's union struck at the site where the claimant was employed, he and the other carpenters honoured the picket line. He lost his employment, as did most of the others, and was not rehired when work resumed on the site on July 29. On August 2, the insurance officer notified the claimant that he was disqualified from receiving benefit from July 14 because he had participated in a labour dispute.** The carpenter's union then appealed to the board of referees on behalf of the claimant and all other union members placed in the same position.

The hearing came before the board on October 3. The claimant was not present, but he was represented by an officer of his union. The board disallowed the appeal on the same grounds as had the insurance officer, but it did recommend that the "whole matter of employees' crossing a picket line be further studied by the umpire and other competent authorities, having particularly in mind that, although there may be no threat of violence, violence may actually later occur."

The union appealed to the umpire. In the evidence supplied by the insurance officer, dated January 2, 1969, the actuality of any violence, or proof of potential violence if the claimant and the other carpenters failed to honour the picket lines was denied. In his opinion, "the carpenters took the initiative by withholding their labour to honour the picket line. Such voluntary withholding of labour is participation in the labour dispute as the carpenters increased the extent of the stoppage of work and placed before the employer a 'fait accompli'."

The umpire disagreed with the argument by the union representative that the union code compelled the claimant to honour the picket lines. "In my opinion," he stated, "the union code or policy was voluntarily established in the first instance, and when, as a matter of principle, members of the union honoured it by refusal to cross a picket line, the refusal must be treated as voluntary on their part." He could not discern any evidence of "a justifiable and genuine fear on the part of the claimants that violence would occur if any attempt were made by them to cross the picket line and that the claimants refused to cross because of that fear." Considering both these factors, the umpire held that the claimant and all others listed on the nominal roll had "participated" in the dispute and were ineligible for benefit. The union's appeal was therefore dismissed.

General Topics

Wage schedules

During May, the Department of Labour prepared 349 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 213 contracts in these categories were awarded. In addition, 100 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Indian Affairs and Northern Development	1	$ 23,460.00
Post Office	5	62,293.90
Supply and Services	101	1,374,990.00

During May, the sum of $387.50 was collected from five contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 13 workers concerned.

Employment Review

Employment increased 298,000 to 7,952,000 between April and May and was 90,000, or 1.1 per cent, higher than in May 1969. The labour force increased by 267,000 to 8,465,000, an above-average increase for the April-May period, and was 217,000, or 2.6 per cent, higher than in May 1969. Unemployment at 513,000, was 31,000 less than in April, a much smaller decline than usual, and was 127,000 higher than in May 1969. **The seasonally adjusted unemployment rate continued to rise, reaching 6.2 per cent, the highest since 1962.**

Employment

Increases in employment between April and May were about average for this time of year in agriculture, 69,000, construction, 58,000, and transportation, communication and other utilities, 25,000. Above-average increases took place in manufacturing, 59,000, community, business and personal service, 56,000, and public administration, 23,000. There was an unusual decline of 24,000 in trade.

Compared with a year earlier, employment in community, business and personal service increase by 158,000. There were much smaller gains in finance, insurance and real estate, 20,000, and mines, quarries and oil wells, 15,000. Declines were reported in agriculture, 42,000, transportation, communication and other utilities, 28,000, manufacturing, 18,000, and forestry, 16,000. Regionally, most of the increase was in Ontario, with 85,000 more persons employed in May 1970 than in May 1969. In other regions there was little change.

Unemployment

There were 513,000 unemployed persons in May, a decrease of 31,000 since April. In the past two years, April-to-May declines in unemployment were 46,000 and 70,000.

Compared with a year earlier, the increase in the number of unemployed persons was 127,000. Half of this increase occurred among persons 25 years of age and over. There were substantial increases in unemployment in all regions except the Atlantic, where there was a slight decline. In British Columbia, the comparison was affected by the indirect effects of industrial disputes.

Of the total unemployed in May, 170,000, or 33 per cent, had been unemployed for less than a month, 29 per cent for one to three months, 19 per cent for four to six months, and another 19 per cent for seven months or more. Unemployment in May 1970 represented 6.1 per cent of the labour force, compared with 4.7 per cent in May 1969 and 4.6 per cent in May 1968.

U.S. employment

Unemployment declined 4.7 per cent in June from 5 per cent in May—the first decline in six months. The decrease in the seasonally adjusted jobless rate occurred almost entirely among adult women whose unemployment rate dropped to 4.5 per cent in June from 5.1 per cent.

Total employment in June declined to 78,225,000 from 78,449,000 the previous month. The civilian labour force decreased to 82,125,000 from 82,555,000 in May.

On a seasonally adjusted basis this put the total unemployment for June at 3,900,000, down from 4,106,000 in May. Non-farm employment declined to a seasonally adjusted 70,666,000 in June from 70,881,000 in May. This marked the third consecutive month-to-month decline in non-farm payrolls.

CNTU brief

The report on the brief of the Confederation of National Trade Unions (CNTU) to the federal Government will appear in the October number of The Labour Gazette. The report has been held up because of delays in translation.

Unemployment insurance fund

During May, 1970, 20,875 investigations were finalized across Canada. Of these, 15,782 were on-premises investigations and 2,199 were selective investigations to verify the fulfilment of statutory conditions. The remaining 749 formal investigations and 2,145 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,625.

Prosecutions were commenced in 141 cases, 140 against claimants and one against an employer. This does nov include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in May totalled $39,630,645.53 compared with $60,050,767.41 in April and $48,048,251.15 in May 1969. Benefits paid in May totalled $74,396,461.29 compared with $81,059,893.00 in April and $52,886,233.53 in May 1969. **The balance in the Fund on May 29 was $394,098,625.18 compared with $440,677,142.41 in April and $360,507,271.69 on May 30, 1969.**

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September credits

Unemployment insurance report, p. 654, is prepared by the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register in placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 656, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial

Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 659, is prepared by the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 651, originates with the Legislation Branch of the Department of Labour.

Selection on the basis of individual capacities, p. 644, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 631, 632, 636, 642, 643, 651. Murray MacGowan: p. 614, 616. Murray Mosher, Photo Features: p. 615, 617. Public Archives of Canada: p. 625. Fred S. Schiffer, Vancouver: p. 638. CNR: p. 661, 662.

Publications in the library

List No. 258.

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Business

■ **No. 1—Bruce, Martin M.** Human relations in small business. 3d ed. Washington [G.P.O., 1969] 38 p.

■ **No. 2—Thompson, Dennis Cameron.** The proposal for a European company. London, Chatham House; PEP, 1969. 73p.

■ **No. 3—U.S. Small Business Administration.** Starting and managing a small retail camera store, by Morrie Bragin. Washington [G.P.O., 1969] 69 p.

Civil Service

■ **No. 4—Roberts, Harold Selig, comp.** Labor-management relations in the Public Service, [Honolulu] Industrial Relations Center, University of Hawaii, 1968-6pts.

■ **No. 5—United Nations. Public Administration Branch.** Handbook of civil service laws and practices [by Geoffrey Burgess] New York, United Nations, 1966. 451 p.

Collective agreements

■ **No. 6—Diebold Institute for Public Policy Studies.** Labour-management contracts and technological change; case studies and contract clauses. Edited by Herbert J. Blitz. Introd. by David L. Cole. New York, Praeger [1969] 348 p.

Preparatory Technical Maritime Conference, Geneva, 1969. The following six resports were prepared by the International Labour Office for the Conference and were published in Geneva in 1969.

■ **No. 7**—Accident prevention on board ship at sea and in port. Fourth item on the agenda. 79p.

■ **No. 8**—Crew accommodation. First item on the agenda. 71p.

■ **No. 9**—Employment problems arising from technical developments and modernization on board ship. Third item on the agenda. 106p.

■ **No. 10**—Recommendation no. 109 concerning wages, hours of work on board ship and manning; paragraph 2, revision of the minimum basic wage for able seamen. Second item on the agenda. 30p.

■ **No. 11**—Seafarers' welfare at sea and in port. Sixth item on the agenda. 48p.

■ **No. 12**—Vocational training of seafarers. Fifth item on the agenda. 102p.

Science

■ **No. 13—Science Council of Canada.** A policy for scientific and technical information dissemination. [Ottawa, Queen's Printer, 1969] 35 p.

■ **No. 14—Science Council of Canada.** Toward a national science policy for Canada. [Ottawa, Queen's Printer, 1968] 56 p.

■ **No. 15—Science Council of Canada.** University research and the federal Government. [Ottawa, Queen's Printer, 1969] 28 p.

Social security

■ **No. 16—Canada. Prime Minister.** Income security and social services. Sécurité du revenu et services sociaux. [Ottawa, Queen's Printer, 1969] 125 p. English and French.

■ **No. 17—International Social Security Association.** Insurance for self-employed persons against employment accidents and occupational diseases. Reporter: E. Dalla Chiesa. Geneva, 1968. 219p. Its 16th general assembly, Leningrad, May 1967. Report 7. At head of title: International Social Security Association, 16th general assembly, Leningrad, 10-20 May 1967.

■ **No. 18—International Social Security Association.** Investment of old-age, invalidity and survivors' insurance funds (comparative study of legislative provisions). Actuarial and statistical studies within the framework of sickness insurance (methodological aspects—statistical plan—technical bases). Geneva, 1968. 57, 27p. Its 16th general assembly, Leningrad, May 1967. Reports 10 and 13. At head of title: International Social Security Association 16th general assembly Leningrad, 10-20 May 1967.

■ **No. 19—Labour Party (Great Britain).** Labour's social strategy into the seventies. London, 1969. 116p.

Teachers

■ **No. 20—Blum, Albert Alexander, ed.** Teacher unions and associations; a comparative study. Urbana, University of Illinois Press [1969] 353 p. Examines teachers' associations in Canada, England, West Germany, India, Japan, Mexico, Nigeria, Thailand, United States, and international teachers' organizations and their activities.

■ **No. 21—Organization for Economic Co-operation and Development.** Study on the supply of and demand for teachers in primary and secondary education. Paris, 1969. xxii, 332p. "Restricted."

■ **No. 22—Shils, Edward Benjamin.** Teachers, administrators, and collective bargaining [by] Edward B. Shils [and] C. Taylor Whittier. New York, T. Y. Crowell Co. [1968] xi, 580 p.

■ **No. 23—Zitron, Celia Lewis.** The New York City teachers union, 1916-1964; a story of educational and social commitment. New York, Humanities Press, 1968. 288p.

Unemployed

■ **No. 24—Chamber of Commerce of the United States of America.** Boston firm marking 10 years of success in hiring hard core. Washington [1968] 3p. Its Urban action clearinghouse case study no. 8.

■ **No. 25—Chamber of Commerce of the United States of America.** Buffalo employs the hard core with Opportunities Development Corporation. Washington [1968] 14p. Its Urban action clearinghouse case study no. 2.

■ **No. 26—Chamber of Commerce of the United States of America.** Detroit industries become partners of core-city high schools. Washington [1968] 17p. Its urban action clearinghouse case study no. 9.

Wages and hours

■ **No. 27—Great Britain. National Board for Prices and Incomes.** Pay of certain employees in the film processing industry. London, H.M.S.O., [1969] 22 p. Its Report no. 131.

■ **No. 28—Great Britain. National Board for Prices and Incomes.** Pay of pilots employed by the British Overseas Airways Corporation. London, H.M.S.O., [1969] 25 p. Its Report no. 129.

Women

■ **No. 29—Cooper, Beryl.** Opportunity for women, b Beryl Cooper and Geoffrey Howe. [London, Conserva tive Political Centre, 1969] 28 p.

■ **No. 30—O'Neill, William L.** Everyone was brave the rise and fall of feminism in America. Chicago Quadrangle Books, 1969. 369p.

■ **No. 31—U.S. Women's Bureau.** Facts about women' absenteeism and labor turnover. [Washington, G.P.O. 1969] 9 p.

Miscellaneous

■ **No. 32—Burke, Frank E.** Canada and the founding of the International Labour Organization; fiftieth anniversary of the ILO, by Frank E. Burke and John A Munro [Ottawa] Department of External Affairs [1969] 22, 24p. English and French, the latter reversed with separate t.p. Title in French: Le Canada et la fondation de l'Organisation Internationale du Travail.

■ **No. 33—Burns, Arthur Frank.** The business cycle in a changing world. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1969. 352p. "Essays reprinted to honor Dr. Burns for his 38 years of active involvement in the research and administration of the National Bureau of Economic Research and on the occasion of his election as honorary chairman of the bureau's Board of Directors."

■ **No. 34—Canada. Department of Labour.** Labour highlights. 1968/69. Ottawa, Queen's Printer, 1969. 24, 24p. Presents highlights of the Department's annual report. Report year ends March 31st. English and French, the latter inverted and with special t.p. Title in French: Faits marquants pour le monde du travail.

■ **No. 35—Dhalla, Nariman Kaikhusru.** These Canadians; a sourcebook of marketing and socioeconomic facts. Toronto, New York, McGraw-Hill Co. of Canada [1966] 749 p.

■ **No. 36—U.S. Bureau of Labor Statistics.** Digest of 50 health and insurance plans for salaried employees, early 1969. Washington, [G.P.O., 1969] 126 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended May 23, 1970		8,465	+ 3.3	+ 2.6
Employed		7,952	+ 3.9	+ 1.1
Agriculture		550	+ 14.3	− 7.1
Non-agriculture		7,402	+ 3.2	+ 1.8
Paid workers		6,873	+ 3.6	+ 1.8
At work 35 hours or more		3,871	− 36.9	− 2.3
At work less than 35 hours		3,771	+195.1	+ 4.3
Employed but not at work		310	+ 30.3	+ 9.9
Unemployed		513	− 5.7	+32.9
Atlantic		44	− 33.3	−15.4
Québec		201	− 1.0	+21.1
Ontario		132	− 9.0	+36.1
Prairie		64	− 11.1	+93.9
British Columbia		72	+ 24.1	+89.5
Without work and seeking work		478	− 4.2	+32.0
On temporary layoff up to 30 days		35	− 22.2	+45.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†	May	126.4	+ 1.5	− 0.5
Manufacturing employment (1961 = 100)†	May	122.0	− 0.3	− 3.4
IMMIGRATION	1st quarter 1970	30,783	—	− 0.02
Destined to the labour force	1st quarter 1970	16,607	—	− 0.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	94	− 6.9	−29.3
No. of workers involved	June	72,736	− 18.2	+18.5
Duration in man days	June	1,112,920	− 11.9	+22.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†	May	$126.78	+ 1.3	+ 8.1
Average hourly earnings (mfg.)†	May	$ 3.01	+ 1.0	+ 8.7
Average weekly hours paid†	May	40.1	+ 0.8	− 0.8
Average weekly wages (mfg.)†	May	$120.44	+ 1.4	+ 7.6
Consumer price index (1961 = 100)	May	129.6	− 0.1	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	April	123.2	+ 1.7	+ 3.4
Total labour income (Millions of dollars)‡	May	$3,868.7	+ 2.0	+ 8.9
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	April	172.9	+ 0.9	+ 3.4
Manufacturing	April	170.4	+ 1.4	+ 2.3
Durables	April	189.6	+ 1.6	+ 1.3
Non-durables	April	154.8	+ 1.3	+ 3.4
NEW RESIDENTIAL CONSTRUCTION**				
Starts	April	9,925	+ 35.1	−36.1
Completions	April	15,270	+ 71.9	− 0.3
Under construction	April	99,115	− 5.2	−10.3

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended May 23, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,465	663	2,325	3,176	1,415	886
Men	5,733	465	1,606	2,108	956	598
Women	2,732	198	719	1,068	459	288
14-19 years	854	67	215	302	175	95
20-24 years	1,346	136	408	456	221	125
25-44 years	3,573	247	1,021	1,377	552	377
45-64 years	2,473	198	629	953	427	267
65 years and over	219	16	53	87	39	23
EMPLOYED	7,952	619	2,124	3,044	1,351	814
Men	5,336	428	1,446	2,010	910	542
Women	2,616	191	678	1,034	441	272
Agriculture	550	29	116	135	249	21
Non-agriculture	7,402	590	2,008	2,909	1,102	793
Paid Workers	6,873	538	1,852	2,719	1,044	719
Men	4,482	364	1,241	1,757	652	468
Women	2,391	174	611	963	392	251
UNEMPLOYED	513	44	201	132	64	72
Men	397	37	160	98	46	56
Women	116	*	41	34	18	16
PERSONS NOT IN LABOUR FORCE	6,505	719	1,953	2,195	999	639
Men	1,686	220	504	543	259	160
Women	4,819	499	1,449	1,652	740	479

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended May 23, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,970	2,481	4,226	1,207	4,329	1,160	1,566
LABOUR FORCE	8,465	854	4,041	1,029	1,517	806	219
Employed	7,952	745	3,859	897	1,472	769	209
Unemployed	513	109	182	132	45	37	**
NOT IN LABOUR FORCE	6,505	1,627	185	178	2,813	355	1,348
PARTICIPATION RATE†							
1970—May 23	56.5	34.4	95.6	85.3	35.0	69.5	14.0
April 18	54.9	30.7	95.0	78.7	34.7	68.4	12.9
UNEMPLOYMENT RATE‡							
1970—May 23	6.1	12.8	4.5	12.8	3.0	4.6	**
April 18	6.6	14.6	5.4	14.0	2.9	3.6	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended May 23, 1970

	May 1970	April 1970	May 1969
	(in thousands)		
TOTAL UNEMPLOYED	513	544	386
On temporary layoff up to 30 days	35	45	24
Without work and seeking work	478	499	362
Seeking:			
Full-time work	452	472	339
Part-time work	26	27	23
Under 1 month	134	109	117
1-3 months	150	162	103
4-6 months	98	151	71
More than 6 months	96	78	71

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Monthly Totals								
	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—March*	82.7	909.7	359.6	29.8	220.9	433.3	1,162.3	183.1	3,403.4
April*	79.6	914.6	366.8	26.9	237.6	440.2	1,179.5	185.3	3.456.3
May*	79.6	938.2	374.9	37.6	252.8	449.9	1,202.3	185.0	3,552.3
June*	80.5	958.4	396.0	43.6	255.7	462.6	1,245.6	205.6	3,686.8
July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.0
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.6
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February*	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March*	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April†	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May‡	91.9	985.9	407.6	33.1	273.3	491.8	1,349.3	211.0	3,877.2
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—March*	81.6	917.3	374.1	40.2	258.6	443.5	1,170.8	181.8	3,499.5
April*	81.5	922.6	378.0	41.5	257.4	444.9	1,189.1	183.1	3,529.7
May*	79.9	933.5	374.6	41.1	250.9	448.9	1.196.3	184.2	3,540.9
June*	78.9	945.1	386.9	39.8	234.1	452.9	1,229.0	184.2	3,582.7
July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.0
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.6
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,667.4
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January*	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February*	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March*	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April†	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May‡	92.3	981.0	376.1	36.0	271.7	490.5	1,343.0	198.5	3,821.9

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at March 1970 employers in the principal non-agricultural industries reported a total employment of 3,685,972. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969—February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January	124.4	157.3	123.08	122.5	158.5	129.28
February*	124.3	158.7	124.14	122.6	159.6	130.17
March†	124.3	158.1	123.73	122.7	159.5	130.08

*Revised. † Preliminary.

‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	March 1970	February 1970	March 1969	March 1970	February 1970	March 196
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	110.6	110.4	111.5	104.55	104.64	98.0
Newfoundland	111.9	109.8	110.7	117.22	116.68	105.8
Prince Edward Island	113.4	112.7	106.9	85.08	85.35	84.2
Nova Scotia	110.3	109.9	112.9	100.66	100.87	95.0
New Brunswick	109.7	111.1	110.7	102.65	103.15	97.6
Québec	116.7	116.4	115.5	119.49	119.89	113.2
Ontario	129.5	129.7	128.1	127.75	128.34	119.5
Prairies Region	122.4	122.6	121.0	118.35	118.94	111.2
Manitoba	115.0	115.0	112.9	112.96	112.88	106.5
Saskatchewan	108.1	108.0	113.7	113.00	113.03	106.8
Alberta	134.5	134.9	130.9	123.99	125.23	116.1
British Columbia	138.4	138.0	131.6	136.03	135.58	126.2
CANADA	124.3	124.3	122.6	123.73	124.14	116.1
URBAN AREAS						
St. John's	128.8	127.6	130.1	97.53	97.26	90.3
Halifax	124.0	123.7	119.9	101.12	101.92	98.1
Sydney	87.2	86.5	95.1	109.81	109.74	100.2
Moncton	129.6	129.1	119.1	94.54	96.10	91.0
Saint John	110.4	112.2	116.5	100.33	101.52	97.5
Chicoutimi	109.8	108.3	106.7	138.37	135.93	128.8
Montreal	120.5	119.9	120.8	121.46	122.18	115.0
Québec	119.0	118.2	116.3	106.47	106.28	98.2
Shawinigan	91.6	91.5	91.7	125.85	123.24	116.0
Sherbrooke	113.2	113.6	113.1	103.21	104.41	98.5
Trois-Rivières	111.7	112.5	108.9	113.72	113.14	104.6
Ottawa-Hull	135.9	136.2	131.7	115.11	115.92	107.7
Belleville	125.0	125.5	119.2	106.14	108.03	101.6
Brampton	283.5	286.3	270.8	125.60	126.55	119.3
Brantford	134.4	127.0	134.8	116.09	115.21	111.9
Thunder Bay	118.3	119.9	117.0	119.02	120.95	114.5
Guelph	139.2	141.2	139.4	118.15	117.58	107.4
Hamilton	121.8	122.2	122.1	131.55	132.36	120.7
Kingston	125.1	125.5	125.6	125.41	119.12	113.5
Kitchener	153.4	155.0	149.0	113.61	112.92	106.8
London	122.0	122.4	122.4	117.01	118.44	111.0
Niagara Falls	103.2	101.1	101.5	121.80	119.86	112.5
Oshawa	138.4	138.8	141.2	141.69	142.25	135.6
Peterborough	142.3	143.0	135.7	125.59	128.11	122.0
Sarnia	138.5	139.4	137.7	156.67	159.64	148.8
Sault Ste. Marie	117.5	116.5	122.3	145.68	146.17	131.4
Sudbury	128.4	126.4	123.9	165.73	157.15	137.7
St. Catharines	138.3	136.5	139.8	135.91	137.20	131.4
Timmins	69.4	69.5	70.1	115.26	112.99	106.3
Toronto	133.3	133.8	131.1	128.98	129.81	120.5
Welland	114.2	112.8	108.7	143.18	146.59	138.0
Windsor	148.5	146.9	149.4	141.90	143.79	134.7
Winnipeg	119.0	119.3	116.5	105.76	105.31	99.6
Regina	114.7	114.4	117.0	107.46	108.15	101.2
Saskatoon	128.7	128.3	136.9	107.83	106.74	101.0
Calgary	145.0	144.9	140.4	121.44	123.05	114.3
Edmonton	143.4	143.4	140.1	116.72	117.96	109.6
Vancouver	141.2	141.3	136.1	131.29	130.51	122.3
Victoria	133.3	133.8	130.3	115.20	114.97	109.6

* Latest figures subjects to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trades	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
				Non durables	Durables					Non commercial Sector‡	Commercial Sector**		
						(in thousands)							
Canada													
April	1970*	—	130.3	870.9	813.2	369.2	—	1,094.1	302.1	1,189.7	731.9	452.2	6,700.7
March	1970*	72.9	126.2	872.7	818.9	385.3	677.4	1,100.6	305.1	1.156.8	721.2	444.8	6,698.4
April	1969†	43.7	119.6	850.9	817.4	346.7	639.2	1,026.7	298.9	1,132.3	654.9	398.9	6,329.1
NEWFOUNDLAND													
March	1970*	2.0	5.6	9.6	1.8	5.7	13.5	16.6	2.3	21.0	7.8	8.1	93.9
February	1970*	2.2	5.6	9.1	1.8	5.5	13.5	16.7	2.3	21.8	7.9	7.9	94.2
March	1969†	1.7	5.8	8.8	1.7	6.2	13.3	16.8	2.2	21.8	7.6	7.5	93.2
PRINCE EDWARD ISLAND													
March	1970*	—	—	1.6	0.3	1.2	2.8	4.0	0.6	6.1	1.5	2.3	20.4
February	1970*	—	—	1.5	0.4	1.2	2.8	4.1	0.6	5.1	1.5	2.3	19.5
March	1969†	—	—	1.4	0.3	1.2	2.6	4.0	0.6	6.0	1.5	2.0	19.6
NOVA SCOTIA													
March	1970*	2.2	5.5	16.3	13.9	12.9	21.2	32.8	7.1	43.2	15.0	21.4	191.5
February	1970*	2.5	5.4	16.0	13.8	12.9	21.2	32.7	7.0	43.5	15.2	20.8	191.3
March	1969†	1.6	6.8	17.6	13.4	12.2	23.6	32.1	7.0	38.6	14.7	20.5	188.0
NEW BRUNSWICK													
March	1970*	3.2	1.6	16.5	9.8	8.8	22.8	26.0	4.6	34.7	11.0	12.4	151.3
February	1970*	3.6	2.3	16.0	10.1	8.7	22.8	26.4	4.7	34.0	10.7	12.1	151.7
March	1969†	3.0	2.3	15.9	10.6	7.6	23.0	24.7	4.5	32.0	9.8	10.9	144.3
QUEBEC													
March	1970*	12.7	24.6	323.7	194.0	71.8	172.6	262.9	84.4	322.5	174.3	96.0	1,739.6
February	1970*	15.2	25.1	323.6	192.8	72.7	171.3	261.7	84.9	326.8	175.6	97.0	1,746.7
March	1969†	7.4	24.4	317.9	196.2	72.2	173.7	253.7	82.9	301.9	163.1	89.2	1,682.7
ONTARIO													
March	1970*	9.4	34.7	368.0	456.9	131.4	214.0	431.2	131.6	439.6	283.3	178.0	2,678.2
February	1970*	11.3	34.5	369.8	458.6	129.4	213.9	433.7	131.5	441.2	281.8	176.8	2.682.5
March	1969†	9.1	35.0	370.5	461.4	132.9	206.3	406.1	126.9	410.7	264.4	166.9	2,590.2
MANITOBA													
March	1970*	0.8	7.8	28.0	21.8	13.9	43.8	55.3	13.8	52.6	32.0	19.7	289.5
February	1970*	0.8	7.8	27.8	21.7	13.3	43.8	54.6	13.6	52.4	32.4	19.7	288.3
March	1969†	0.7	7.1	27.8	21.3	14.5	43.7	51.6	13.0	51.8	29.8	18.8	280.2
SASKATCHEWAN													
March	1970*	0.5	5.5	9.7	5.1	7.4	23.8	36.0	7.9	49.7	19.6	18.5	183.8
February	1970*	0.7	5.5	9.7	4.8	7.4	23.8	36.0	8.2	47.6	19.1	18.3	181.1
March	1969†	0.4	5.4	9.5	5.5	10.3	25.0	39.2	8.4	47.2	19.8	17.9	188.6
ALBERTA													
March	1970*	1.5	24.6	27.3	26.5	33.2	50.3	92.4	19.5	99.1	59.8	33.2	461.4
February	1970*	1.5	24.6	27.1	27.2	34.5	50.5	86.3	19.6	96.9	59.5	32.7	461.0
March	1969†	1.9	23.0	26.6	25.7	32.6	50.1	81.6	18.7	96.3	58.3	30.8	445.5
BRITISH COLUMBIA													
March	1970*	19.3	11.4	51.1	78.4	37.7	81.3	116.9	31.8	107.0	83.8	41.3	660.0
February	1970*	19.7	11.6	50.4	79.1	36.8	80.4	117.9	31.6	109.5	82.7	41.5	661.6
March	1969†	19.1	9.4	49.6	76.2	33.5	77.2	108.3	29.5	110.4	78.0	39.5	630.8

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	March 1970	February 1970	March 1969	March 1970	February 1970	March 1969
	(1961 — 100)			$	$	$
MINING, INCLUDING MILLING	112.8	113.1	111.5	165.30	162.34	148.54
Metals	103.2	104.3	103.4	167.01	161.42	147.03
Mineral fuels	106.7	105.3	104.9	172.21	173.21	153.21
Non-metals except fuels	130.9	129.8	118.5	148.99	147.60	135.26
Quarries and sand pits	88.0	85.8	86.8	130.28	131.77	125.19
Services incidental to mining	179.9	182.9	182.8	172.35	171.51	164.02
MANUFACTURING	122.7	122.6	123.2	130.08	130.17	121.72
Durable goods	135.1	135.1	135.9	139.15	139.38	130.60
Non-durable goods	112.6	112.5	112.9	121.26	121.20	113.06
Food and beverages	100.4	99.5	100.5	118.42	117.15	108.89
Foods	99.4	98.6	99.4	114.45	113.39	105.44
Beverages	106.9	104.9	107.2	141.68	139.47	129.04
Tobacco processing and products	103.5	105.8	109.4	135.01	128.77	119.67
Rubber products	114.8	117.1	124.3	132.81	134.75	127.48
Leather products	91.3	93.3	101.8	82.63	86.27	80.51
Textile products	116.3	116.2	118.5	108.31	107.72	101.65
Knitting mills	116.1	115.9	117.1	80.90	83.51	76.90
Clothing	111.5	111.9	110.1	79.22	82.00	76.16
Wood products	106.8	107.3	111.8	117.36	118.53	111.45
Furniture and fixtures	129.2	131.1	129.1	104.35	104.55	99.01
Paper and allied industries	119.8	119.2	118.4	150.01	149.78	139.77
Printing, publishing and allied industries	114.8	114.6	115.0	135.05	133.76	127.06
Primary metal industries	130.4	129.2	128.5	156.52	154.47	142.64
Metal fabricating industries	133.1	133.1	132.9	135.82	137.24	127.50
Machinery, except electrical	154.1	153.7	149.2	148.03	150.11	138.99
Transportation equipment	151.5	151.5	155.9	150.67	150.69	143.17
Electrical products	148.1	148.7	147.6	131.04	131.56	124.63
Non-metallic mineral products	113.6	112.2	115.3	136.69	135.89	126.63
Petroleum and coal products	103.8	103.1	102.5	188.99	188.17	172.31
Chemicals and chemical products	120.8	120.3	120.0	146.97	146.72	135.71
Miscellaneous manufacturing industries	149.6	150.8	142.6	111.93	112.64	105.25
CONSTRUCTION	101.9	102.9	104.7	152.84	162.09	145.86
Building	118.9	119.6	120.0	150.62	160.90	143.52
Engineering	72.7	74.2	78.4	159.08	165.39	152.06
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.6	108.3	108.6	139.02	138.88	129.94
Transportation	102.8	102.2	103.2	136.65	136.18	128.61
Storage	104.3	104.7	108.4	124.03	124.59	112.89
Communication	121.8	121.5	121.5	132.95	132.58	125.85
TRADE	136.9	136.8	132.4	98.56	98.07	91.80
Wholesale trade	131.6	131.8	125.3	124.31	125.17	115.77
Retail trade	139.7	139.5	136.3	85.26	84.03	79.64
FINANCE, INSURANCE AND REAL ESTATE	142.7	142.9	136.0	117.87	116.80	111.70
Financial institutions	148.1	148.4	140.2	114.28	113.76	109.30
Insurance and real estate	135.5	135.6	130.3	123.15	121.27	115.19
SERVICE	171.9	170.4	161.7	89.24	89.85	83.04
Recreational services	144.5	141.5	137.7	81.52	83.53	76.89
Business services	193.8	192.8	185.8	138.60	140.02	128.16
Personal services	156.0	155.2	148.1	66.46	66.20	61.50
Miscellaneous services	215.8	212.6	192.9	88.58	89.55	84.76
INDUSTRIAL COMPOSITE	124.3	124.3	122.6	123.73	124.14	116.11

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1970	Feb. 1970	Mar. 1969	Mar. 1970	Feb. 1970	Mar. 1969	Mar. 1970	Feb. 1970	Mar. 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.2	41.4	42.4	3.73	3.63	3.24	153.69	150.14	137.44
Metals	40.4	40.4	41.4	3.91	3.73	3.33	157.90	150.94	138.11
Mineral fuels	41.9	42.7	42.5	3.35	3.35	2.80	140.28	142.87	119.26
Non-metals, except fuels	42.2	41.8	42.6	3.36	3.35	2.97	141.81	140.14	126.49
Quarries and sand pits	41.8	42.1	44.8	2.97	3.01	2.66	124.33	127.00	119.22
Services incidental to mining	42.5	44.1	45.3	3.93	3.86	3.60	167.19	170.37	163.06
MANUFACTURING	39.5	40.0	40.5	2.96	2.93	2.74	117.09	117.36	110.97
Durable goods	39.9	40.3	41.1	3.19	3.16	2.94	127.19	127.55	120.74
Non-durable goods	39.2	39.7	40.0	2.73	2.70	2.52	106.88	106.99	100.88
Food and beverages	39.3	39.2	39.7	2.69	2.66	2.47	105.79	104.23	98.03
Foods	39.2	39.1	39.6	2.60	2.57	2.39	101.96	100.56	94.83
Beverages	39.9	40.0	40.3	3.33	3.27	3.01	133.18	130.90	121.26
Tobacco processing and products	38.0	38.0	38.3	3.19	2.99	2.81	121.43	113.53	107.47
Rubber products	39.9	40.9	41.9	3.06	3.06	2.86	122.12	125.26	120.03
Leather products	37.0	39.3	39.3	1.98	1.97	1.87	73.13	77.37	73.54
Textile products	40.3	40.4	41.8	2.34	2.33	2.16	94.49	94.02	90.31
Miscellaneous textiles	38.2	38.8	40.3	2.43	2.45	2.27	93.01	94.98	91.37
Knitting mills	39.5	41.1	40.5	1.75	1.77	1.68	69.21	72.87	67.97
Clothing	35.9	37.7	37.5	1.97	1.98	1.86	70.89	74.45	69.69
Wood products	38.8	39.5	40.5	2.86	2.84	2.63	111.05	112.01	106.47
Furniture and fixtures	39.7	40.5	41.9	2.35	2.34	2.17	93.10	94.79	90.87
Paper and allied industries	40.9	41.1	41.2	3.42	3.39	3.17	140.03	139.51	130.93
Pulp and paper mills	41.5	41.4	41.3	3.70	3.66	3.46	153.85	151.43	142.75
Printing, publishing and allied industries	37.9	37.5	38.3	3.45	3.43	3.26	130.83	128.68	125.10
Primary metal industries	40.3	40.6	40.9	3.62	3.53	3.26	146.16	143.40	133.21
Iron and steel mills	40.2	40.2	40.5	3.74	3.71	3.39	150.62	149.20	137.18
Metal fabricating industries	39.9	40.7	41.6	3.16	3.16	2.89	126.11	128.87	120.30
Machinery, except electrical	40.8	41.2	41.8	3.31	3.31	3.12	135.09	136.58	130.53
Transportation equipment	39.9	39.9	41.0	3.49	3.46	3.25	139.36	138.12	132.97
Aircraft and parts	40.7	41.1	42.2	3.55	3.44	3.19	144.41	141.24	134.84
Motor vehicles	39.5	39.5	40.8	3.58	3.56	3.34	141.26	140.53	136.15
Assembling	40.2	39.6	40.8	3.87	3.86	3.59	155.40	152.96	146.49
Parts and accessories	39.0	39.3	40.7	3.42	3.43	3.19	133.61	134.61	129.74
Shipbuilding and repairing	40.5	39.4	39.9	3.39	3.37	3.22	137.35	132.76	128.66
Electrical products	39.7	40.1	40.3	2.80	2.83	2.67	110.94	113.57	107.56
Communications equipment	40.0	40.0	40.1	2.76	2.80	2.59	110.24	111.92	103.78
Non-metallic mineral products	40.7	40.6	41.8	3.10	3.08	2.83	126.19	125.19	118.31
Petroleum and coal products	42.2	41.8	42.0	4.06	4.03	3.70	171.18	168.67	155.69
Chemical and chemical products	40.7	40.8	40.5	3.15	3.13	2.90	128.29	127.55	117.55
Miscellaneous manufacturing industries	39.5	40.3	40.8	2.38	2.38	2.22	94.22	95.68	90.54
CONSTRUCTION	35.6	38.9	39.4	4.12	4.10	3.62	146.68	159.78	142.81
Building	34.5	37.8	38.5	4.22	4.22	3.66	145.51	159.48	140.77
General contractors	34.9	38.0	39.0	4.12	4.13	3.55	143.81	156.83	138.57
Special trade contractors	34.2	37.7	38.1	4.29	4.28	3.74	146.66	161.28	142.32
Engineering	39.2	42.2	42.2	3.83	3.80	3.52	150.30	160.64	148.43
Highways, bridges and streets	39.1	41.2	44.3	3.32	3.25	2.88	129.98	134.23	127.62
Other engineering	39.3	42.9	40.9	4.17	4.17	3.94	164.25	178.97	160.93
OTHER INDUSTRIES									
Urban transit	42.1	41.2	41.6	3.54	3.54	3.33	148.97	145.81	138.66
Highway and bridge maintenance	37.3	35.8	37.6	2.61	2.72	2.59	97.31	97.38	97.47
Laundries, cleaners and pressers	37.6	36.9	38.2	1.72	1.71	1.59	64.73	62.99	60.80
Hotels, restaurants and taverns	31.3	31.6	32.1	1.73	1.72	1.59	54.02	54.53	50.94

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1969—March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December	37.2	2.92	108.68	146.0	113.9
1970—January	39.8	2.92	116.30	156.2	121.4
February*	40.0	2.93	117.36	157.6	122.3
March†	39.5	2.96	117.09	157.3	121.3

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	March 1970	February 1970	March 1969	March 1970	February 1970	March 1969
				$	$	$
Newfoundland	40.9	40.4	40.1	2.58	2.63	2.23
Nova Scotia	40.2	39.3	40.8	2.41	2.42	2.19
New Brunswick	40.0	41.0	40.9	2.50	2.48	2.26
Québec	40.2	40.9	41.4	2.63	2.61	2.45
Ontario	39.5	39.9	40.5	3.12	3.09	2.87
Manitoba	38.8	39.0	39.6	2.64	2.62	2.42
Saskatchewan	39.5	39.1	39.7	3.10	3.08	2.88
Alberta	38.7	39.1	39.9	3.11	3.06	2.77
British Columbia	37.4	37.5	38.2	3.65	3.62	3.41

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100

Table E-4—Benefit Payments, by Province, April 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	105,551	3,574,404
Prince Edward Island	24,253	767,629
Nova Scotia	119,614	2,958,573
New Brunswick	122,315	4,029,440
Québec	738,834	26,333,314
Ontario	726,558	25,441,427
Manitoba	83,453	2,866,923
Saskatchewan	77,813	2,690,164
Alberta	97,735	3,540,604
British Columbia	212,863	7,805,322
Total, Canada, April 1970	2,308,989	81,007,800
Total, Canada, March 1970	2,375,934	84,019,118
Total, Canada, April 1969	1,961,217	61,890,539

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	April 1970			April 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	208,862	158,029	50,833	155,422	120,198	35,224
Newfoundland	6,091	5,000	1,091	5,790	4,745	1,045
Prince Edward Island	1,193	891	302	1,159	1,026	133
Nova Scotia	7,588	6,214	1,374	6,887	5,891	996
New Brunswick	8,801	7,352	1,449	7,248	5,910	1,338
Québec	65,893	48,302	17,591	51,742	40,237	11,505
Ontario	65,074	49,590	15,484	47,661	36,289	11,372
Manitoba	7,273	5,763	1,510	5,679	4,488	1,191
Saskatchewan	6,164	5,092	1,072	4,790	3,923	867
Alberta	12,400	9,907	2,493	7,342	5,840	1,502
British Columbia	28,385	19,918	8,467	17,124	11,849	5,275

* In addition, revised claims received numbered 44,895.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants April 30 1969
		1-4	5-13	14-26	27 or more*	
Canada	690,723	159,094	190,601	236,320	104,708	526,522
Male	488,252	117,247	138,132	174,116	58,757	364,088
Female	202,471	41,847	52,469	62,204	45,951	162,434
NEWFOUNDLAND	27,112	4,723	6,450	13,356	2,583	26,617
Male	23,747	4,277	5,832	11,834	1,804	23,431
Female	3,365	446	618	1,522	779	3,186
PRINCE EDWARD ISLAND	5,019	846	1,061	2,876	236	5,032
Male	3,948	758	788	2,302	100	3,913
Female	1,071	88	273	574	136	1,119
NOVA SCOTIA	29,695	7,685	7,282	11,880	2,848	27,126
Male	23,123	6,157	5,249	9,551	2,166	20,891
Female	6,572	1,528	2,033	2,329	682	6,235
NEW BRUNSWICK	29,255	5,901	7,110	13,258	2,986	27,771
Male	22,008	4,801	5,509	9,909	1,789	20,918
Female	7,247	1,100	1,601	3,349	1,197	6,853
QUÉBEC	221,320	43,839	66,767	74,741	35,973	175,562
Male	163,449	32,457	52,148	57,043	21,801	127,610
Female	57,871	11,382	14,619	17,698	14,172	47,952
ONTARIO	221,052	50,037	56,938	67,721	46,356	149,541
Male	139,481	33,593	37,005	44,209	24,674	88,863
Female	81,571	16,444	19,933	23,512	21,682	60,678
MANITOBA	24,856	7,264	8,358	7,474	1,760	20,364
Male	17,668	5,202	5,928	5,762	776	13,733
Female	7,188	2,062	2,430	1,712	984	6,631
SASKATCHEWAN	22,344	4,588	5,265	10,075	2,416	18,807
Male	17,253	3,597	4,127	8,204	1,325	14,489
Female	5,091	991	1,138	1,871	1,091	4,318
ALBERTA	31,985	11,776	8,793	8,777	2,639	21,048
Male	23,735	9,279	6,619	6,558	1,279	14,597
Female	8,250	2,497	2,174	2,219	1,360	6,451
BRITISH COLUMBIA	78,085	22,435	22,577	26,162	6,911	54,654
Male	53,840	17,126	14,927	18,744	3,043	35,643
Female	24,245	5,309	7,650	7,418	3,868	19,011

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

—Prices

able F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
969—May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
				(1949 = 100)				
May	167.4*							

For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
ote: 1957 weighted. Calculated by the Prices Division, DBS.

able F-2—Consumer Price Indexes for Regional Cities of Canada—May, 1970

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Re-crea-tion and Reading	Tobacco and Alco-hol
	May 70	Apr. 70	May 69							
					(1961 — 100)					
t. John's, Nfld.	121.8	122.4	119.0	122.5	115.2	128.5	115.9	132.9	112.6	114.2
lalifax	125.2	124.5	119.3	132.6	117.9	124.9	118.7	142.0	129.8	127.8
aint John	123.6	123.5	119.5	130.3	115.3	128.0	120.2	134.6	129.8	126.1
lontreal	124.4	124.7	121.4	127.5	116.2	123.8	125.4	131.9	139.3	128.4
ttawa	127.4	127.6	122.7	131.8	118.5	128.6	125.8	142.8	136.8	132.2
oronto	127.5	127.5	123.3	128.9	120.9	130.7	131.1	140.6	127.1	130.3
innipeg	127.3	127.1	122.2	133.7	115.2	133.1	128.5	145.6	130.6	128.8
askatoon-Regina	122.2	122.1	118.9	128.8	114.6	128.0	117.2	127.3	129.5	122.1
dmonton-Calgary	124.7	124.7	120.8	127.7	118.6	125.8	121.3	143.3	132.4	124.2
ancouver	123.4	123.1	118.5	130.0	117.5	126.9	122.4	134.1	119.5	113.5

ote: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as etween cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1969	566	595	306,799	8,057,060	0.48
*1969—June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12
April	52	97	50,469	633,900	0.44
May	54	101	88,938	1,263,830	0.93
June	23	94	72,736	1,112,920	0.73

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, June 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	3,500	14,000
Manufacturing	10	51	13,403	183,390
Construction	6	16	39,437	730,280
Transportation and utilities	—	5	11,252	91,440
Trade	2	9	658	7,630
Finance	—	—	—	—
Service	3	8	3,782	71,210
Public administration	1	4	704	14,970
ALL INDUSTRIES	23	94	72,736	1,112,920

Table G-3—Strikes and Lockouts, by Jurisdiction, June 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	1	2	3,067	17,770
New Brunswick	—	2	178	3,570
Quebec	4	22	5,813	95,660
Ontario	14	45	14,477	145,160
Manitoba	1	1	100	1,100
Saskatchewan	—	2	920	20,240
Alberta	—	1	125	2,750
British Columbia	2	15	33,811	724,200
Federal	1	4	14,245	102,470
ALL JURISDICTIONS	23	94	72,736	1,112,920

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
MINERAL FUELS						
*Cape Breton Development Corporation (Coal Division) Glace Bay and New Waterford, N.S.	Mine Workers various locals (Ind.)	3,500	14,000	14,000	June 25 —	In support of the "Canso Fishermen" presently on strike—
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	18,380	Apr. 3 —	Union recognition—
H. J. Heinz Co. of Canada, Leamington, Ont.	Food Workers Loc. 459 (AFL-CIO/CLC)	1,062	23,360	30,790	May 21 —	Wages, cost of living allowances, working conditions—
Dare Foods Limited, Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	355	4,620	4,620	June 1 June 18	Wages, fringe benefits—20¢ per hr. increase retroactive to Jan. 1, 1970, 10¢ as of date of ratification, 29¢ per hr. for males, 25¢ for females, Jan. 1, 1971; other improved benefits.
TOBACCO PRODUCTS						
Simon Cigars Co. Ltd., St-Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	320	6,560	6,560	June 2 —	Wages, hours, fringe benefits—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,970	11,620	Feb. 27 —	Delay in sigining new agreement —
Acton Rubber Ltd., Acton Vale, Qué.	Rubber Workers Loc. 480 (AFL-CIO/CLC)	476	10,470	19,990	May 1 —	Wages, fringe benefits—
TEXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	—	6,970	Mar. 26 June 1	Wages—Hourly rate increase 20¢ to 55¢ over 2 years; welfare plan on 50-50 basis.
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,390	8,470	Apr. 14 —	Wages hours, working conditions —
WOOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	11,000	19,500	May 6 —	Not reported—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
La Compagnie Price Ltée, Price, Cté Matane, Qué.	Building and Woodworkers' Federation (CNTU)	266	1,060	1,060	June 25 —	Wages, hours, fringe benefits—
FURNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Locs. 7657 and 3292, (AFL-CIO/CLC)	503	1,370	2,590	May 25 June 11	Wages, union security in a first agreement—7% wage increase for first nine mos., 3% for remainder of contract, other improvements.
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	4,860	17,190	Mar. 10 —	Breakdown in contract negotiations—
B.C. Forest Products, Crofton, B.C.	Pulp and Paper Workers (Ind.) and Pulp and Paper Mill Workers (AFL-CIO/CLC)	790	7,900	10,270	May 27 June 15	Respecting picket lines of Merchant Service Guild—Return of workers.
Spruce Falls Power and Paper Co. Ltd., Kapuskasing, Ont.	Pulp and Paper Mill Workers Loc. 89 (AFL-CIO/CLC)	1,700	3,400	4,250	May 29 June 3	In sympathy with 25 workers who were suspended—Return of workers.
METAL FABRICATING						
Anthes Eastern Ltd., Toronto, Ont.	Auto Workers, Loc. 124 (CLC)	269	2,960	12,380	Apr. 10 June 16	Wages—Wage increase.
R. Foisy Limitée, Montreal, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	106	2,330	2,330	June 1 —	Wages, fringe benefits—
Canron Limited, Lacine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	4,000	4,000	June 5 June 12	Wages, fringe benefits—Return of workers pending further negotiations.
MACHINERY						
James Howden & Parsons of Canada Ltd., Scarborough, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	275	2,750	9,630	Apr. 24 June 15	Wages—Not reported.
TRANSPORTATION EQUIPMENT						
Motor Wheel Industries, Chatham, Ont.	Auto Workers Loc. 127 (CLC)	285	6,270	7,130	May 27 —	Demand condition for union business—
Allen Industries Limited, Hamilton, Ont.	Auto Workers Loc. 525 (CLC)	461	920	920	June 9 June 11	Alleged personal grievances—Return of workers, pending review of grievances.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
ELECTRICAL PRODUCTS						
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	720	22,320	Mar. 5 June 3	Wages, other benefits—Wage increases, other improved benefits.
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	8,250	21,000	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,860	5,980	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	9,900	19,350	Apr. 30 —	Wages, fringe benefits—
Triangle Conduit & Cable Canada (1968) Ltd., Scarborough, Ont.	Steelworkers Loc. 7276 (AFL-CIO/CLC)	171	170	3,420	May 4 June 2	Wages, improved fringe benefits—55¢ to 60¢ average wage increase across the board on a 2-yr. contract; 1 additional statutory holiday, 4 weeks vacation after 20 years, other benefits.
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	2,750	4,380	May 12 —	Wages—
O. & W. Electronics Ltd., Scarborough, Ont.	I.U.E. Loc. 514 (AFL-CIO/CLC)	102	1,730	1,730	June 8 —	Wages, fringe benefits—
Standard Coil Products Limited, Toronto, Ont.	U.E. Loc. 512 (Ind.)	131	1,510	1,510	June 15 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Deeks-Lafarge Ltd., Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	14,300	38,600	Apr. 3 —	Wages, fringe benefits—
Maple Leaf Ceramics Industries, Montreal, Qué.	Glass and Ceramic Workers Loc. 240 (AFL-CIO/CLC)	102	1,220	5,200	Apr. 6 June 17	Wages, fringe benefits—Return of workers, settlement terms not reported.
MISCELLANEOUS MANUFACTURING						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC) and Plumbers Loc. 46 (AFL-CIO/CLC)	846	18,370	56,100	Mar. 20 —	Wages—
Cooper of Canada Limited, Toronto, Ont.	Potters Loc. 366 (AFL-CIO/CLC)	204	2,240	2,240	June 16 —	Wages in new contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Canadian Plumbing and Mechanical Contractors Association, Various locations, Saskatchewan.	Plumbers various locals (AFL-CIO/CLC)	700	15,400	42,700	Apr. 6 —	Wages, other benefits—
Construction Labour Relations Assn., Province-wide, British Columbia.	Various unions	30,000	660,000	1,650,000	Apr. 14 —	Wages—
Electrical Contractors Assoc. of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,840	11,880	Apr. 15 —	Wages, hours—
Various elevator contractors, Montreal, Qué.	Elevator Constructors (AFL-CIO/CLC)	540	2,160	12,960	May 1 June 5	Wages, job security—Return of workers.
Construction Labour Relations Assn., Vancouver-New Westminster area, B.C.	Glass and Ceramic Workers Loc. 1527 (AFL-CIO/CLC)	163	3,590	6,360	May 6 —	Wages—
Kingston Builders Exchange, Kingston and area, Ont.	Carpenters Loc. 249 and Bricklayers Loc. 10 (AFL-CIO/CLC)	291	6,400	10,190	May 11 —	Wages, fringe benefits—
Various construction firms, Belleville area, Ont.	Various unions	227	4,990	7,940	May 12 —	Wages, fringe benefits—
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	2,750	3,380	May 25 —	Wages—
Ontario Hydro, Lower Notch, Cobalt, Ont.	Labourers (AFL-CIO/CLC)	500	5,000	6,000	May 28 June 15	Not reported—Return of workers pending further negotiations.
Hamilton Construction Association, Hamilton area, Ont.	Bricklayers Loc. 1 (AFL-CIO/CLC)	200	3,200	3,200	June 1 June 23	Breakdown in negotiations for a new contract—$1.30 an hr. increase over a 1-yr. contract; other benefits.
Consolidated Plant Maintenance, Metro Toronto, Ont.	Plumbers Locs. 46 & 47 (AFL-CIO/CLC)	3,430	3,860	3,860	June 5 —	Wages—
Various construction contractors, Various locations, Nova Scotia.	Carpenters Various locals (AFL-CIO/CLC)	2,500	12,500	12,500	June 24 —	In support of the "Canso Fishermen" presently on strike—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

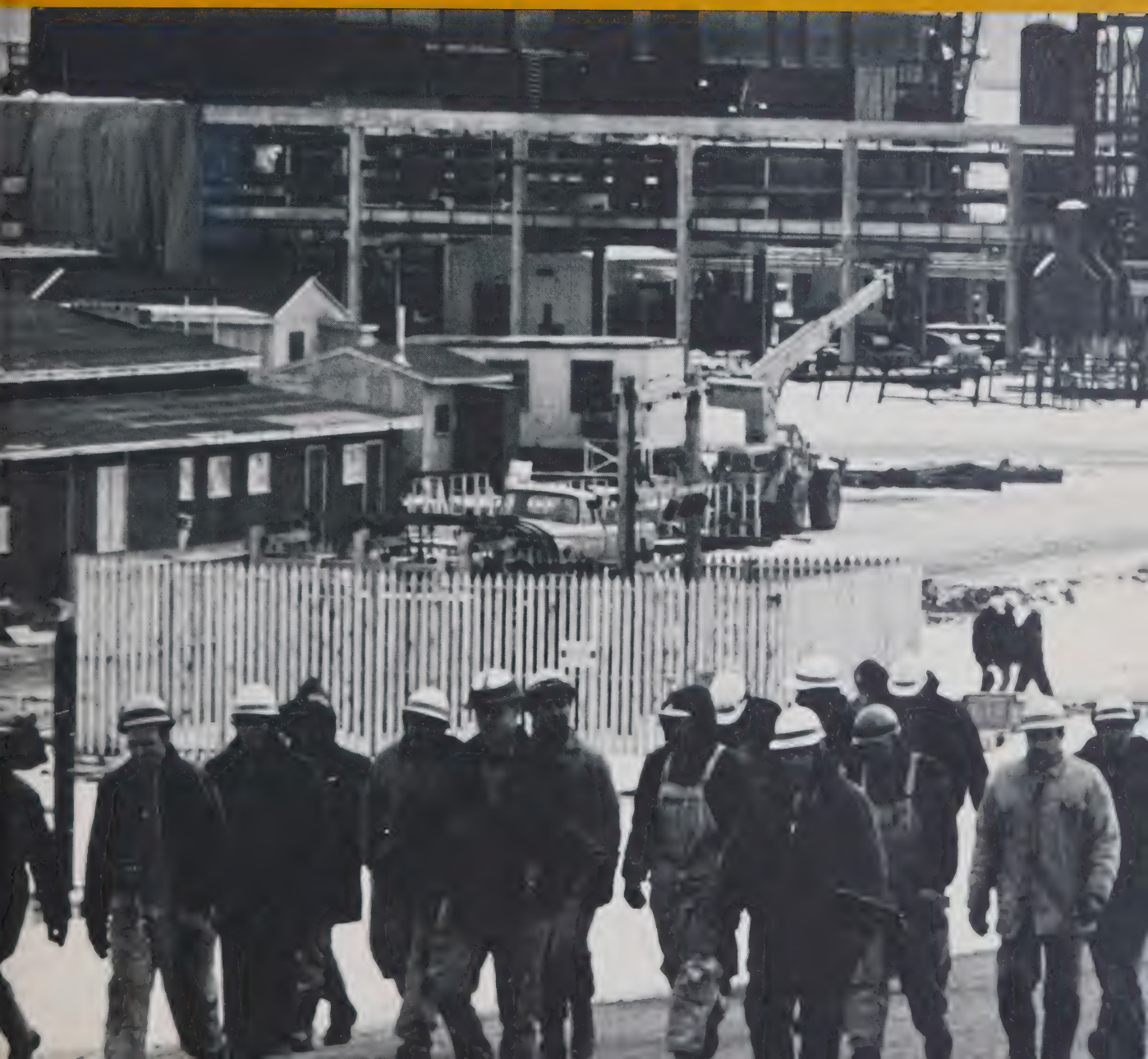
Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Various construction contractors, Guelph, Kitchener, Galt and Brantford, Ont.	Carpenters various locals (AFL-CIO/CLC)	320	1,280	1,280	June 25 —	Wages, other matters—
Transportation and Utilities						
TRANSPORTATION						
*B.C. Towboat Owners' Association, Various ports, British Columbia.	Merchant Service Guild (CLC)	1,200	12,000	36,000	May 3 June 15	Safety standards, accommodation, manning—10% wage increase eff. Oct. 1, 1969, 10% June 13, 1971, 6% Dec. 1, 1971; other improvements.
Toronto Transit Commission, Toronto, Ont.	Public Employees Loc. 2 (CLC)	125	2,750	3,130	May 28 —	Wages—
COMMUNICATION						
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	9,300	70,100	74,440	May 26 —	Wages, job security, other benefits—
POWER, GAS AND WATER						
Nova Scotia Light & Power Co. Ltd., Various locations, Nova Scotia.	I.B.E.W. Loc. 1928 (AFL-CIO/CLC)	567	5,270	20,470	Apr. 24 June 14	Wages—45¢ per hr. increase first year, 25¢ second year, $200 cash in lieu of retroactive pay.
Trade						
National Grocers Co. Ltd., Various centres, Ontario.	Teamsters various locals (IND.)	353	2,780	2,780	June 8 June 23	Wages, length of contract— $1.20 per hr. increase over 30 month contract; 4 weeks vacation after 14 years in 1970, 4 weeks vacation after 13 years in 1972; other improved benefits.
Four glass wholesalers, Winnipeg area, Man.	Painters Loc. 1554 (AFL-CIO/CLC)	100	1,100	1,100	June 16 —	Wages—
Service						
EDUCATION						
London Public Library and Art Museum, London, Ont.	Public Employees Loc. 217 (CLC)	140	1,400	1,400	June 6 June 22	Failure to reach an agreement on terms for new contract—7% wage increase retroactive to Apr. 30, 1969, 6% eff. immediately, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
HEALTH AND WELFARE						
Several hospitals (private) (54 hospitals) Province-wide, Québec.	Service Employees' Federation (CNTU)	2,300	49,290	51,590	May 31 —	Wages in a new contract—
PERSONAL SERVICES						
British Columbia Hotels Association, Various locations, British Columbia.	Hotel Employees Locs. 28 and 835 (AFL-CIO/CLC)	1,180	17,260	17,260	June 8 —	Wages—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,200	11,700	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Moncton, Moncton, N.B.	Public Employees Loc. 51 (CLC)	160	3,520	4,640	May 21 —	To hold a study session—
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	7,850	8,210	May 29 —	Wages—
City of Penticton, Penticton, B.C.	Public Employees Loc. 608 (AFL-CIO/CLC)	170	3,230	3,230	June 4 —	Wages—

*Federal Jurisdiction

The Labour Gazette



If there were a culture-free intelligence test that did not discriminate against minority groups or the poor, then it would be of considerable benefit to these groups to take IQ tests and thereby overcome their disadvantages in relation to other job applicants. See "Measuring Ability without Discrimination," by Dr. John Ertl, p. 698.



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News briefs

■ **The Canadian Labour Congress has announced a series of staff changes in its education department.** Larry Wagg, now Director of Education for the Prairie Region, stationed at Regina, has been transferred to Ontario as Regional Director of Education for that province, effective August 1. James Brechin, Educational Representative now in Toronto, was promoted to a Regional directorship effective August 1 and will be stationed at Regina. Robert Gower, Sudbury, is being appointed as a representative on the educational staff and will replace Mr. Brechin on the Ontario staff, effective September 1.

■ **The appointment of Glenn Haddrell as National Organizer for co-operative housing has been announced by CLC President Donald MacDonald, who is Chairman of the National Labour-Co-operative Committee.** The Committee is jointly sponsored by the Canadian Labour Congress and the Co-operative Union of Canada. Mr. Haddrell, who was president of the housing co-op in Abbotsford, B.C., and manager of the Abbotsford Credit Union, will provide organizational and technical assistance to groups interested in developing "continuing" housing co-ops, and will encourage the formation of new co-op projects. Co-op housing is owned and controlled by members who occupy the housing units.

■ **Brian O'Regan, 46, has joined the Canada Depar ment of Labour as Director of its Public Relations ar Information Services Branch.** Mr. O'Regan is the form Assistant Director of the Canada Department of Agr culture's Information Division. Before this, he was Chi of Information, Canadian Immigration Service, Depar ment of Manpower and Immigration from 1966 to 196

He was loaned as public relations advisor to the feder Government's Task Force on Information during pa of 1968 and 1969. From 1944 to 1965, he served i various public relations positions with the Departmer of National Defence. One of these was as Staff Office Public Relations with the United Nations Emergenc Force in Egypt. Mr. O'Regan is Immediate Past-Pres dent of the Ottawa Branch of the Canadian Publ Relations Society and a National Director of the Societ He is a former director of the Winnipeg Press Clu and the National Press Club, Ottawa.

■ **The highest labour rate for municipal workers i Canada has been achieved in Oshawa, Ont., in a settl ment by members of the Canadian Union of Public En ployees.** According to a press release issued by CUPI the agreement calls for 18 per cent increases for Cit of Oshawa employees in a two-year pact. As of nex April, the starting rate for a manual labourer in Oshaw will be $3.91 an hour. Some members of CUPE Loca 250 will receive increases of up to 24 per cent, becaus of additional adjustments on specific job classifications

"This settlement exposes the inequities of unilate ally-imposed federal wage guidelines," said Gilbert Le vine, CUPE's Research Director. "We have guidelin too. Our guideline is a belief that public service employ ees in a community should have wage rates similar t rates in the private sector of that community. Oshaw is a high-wage city, and the municipal employees ther needed and deserved this settlement in order to maintai parity with industrial workers in Oshawa." The settl ment calls also for the city to pay 85 per cent of healt and hospital premiums, increased shift premiums an improved holiday provisions.



. Brian O'Regan

Employers in the industrial classification, "mines, uarries and oil wells," paid in 1969 an average of $1,916 worker in excess of basic or straight-time pay for time orked, reports the Dominion Bureau of Statistics. This mount represented 22 per cent of the total of the labour ost items selected for the survey. The total averaged 3,702 for each employee in 1969. Direct cash payments addition to basic or straight-time pay for time worked mounted to $1,256. Employer expenditures for pay- ents required by law, and payments to benefit plans, ere $347 and $313. The largest single cost item was cation pay at $409 for each employee.

is first survey of labour costs in this classification was rried out earlier this year on the basis of 1969 records firms with 20 or more employees in any one month. e survey was conducted jointly by DBS and the Can- a Department of Labour. A detailed report will be blished later this month.

■ **A labour-management conference is being held on October 19 at Dalhousie University, Halifax, N.S.,** to discuss labour-management communications. The conference is sponsored by the Canada Department of Labour, the Nova Scotia Joint Labour-Management Study Committee and the Nova Scotia Department of Labour. Keynote speaker is Prof. Roy Brookbank, former Chairman of Dalhousie's Department of Commerce. Registration fee for the one-day conference is $3.

■ **Total employment by railways in Canada during 1969 averaged 135,532, down 1.6 per cent from 1968, DBS reports.** This decline continues a downward trend that has seen a 37 per cent drop since 1956. Total compensation, however, rose 5.7 per cent to $989,000,000 in 1969. Average compensation per hour rose 24 cents to $3.34, and average compensation a year came to $7,300, up $499 from the 1968 figure.

■ **McGill University's labour agreements data bank has a new service to provide subbanks of contracts that are of interest to one or two subscribers only.** The purpose is to assist organizations that need to have all the contracts in which they are interested available on the computer but do not have the facilities to do it themselves. If these contracts are not of general interest to all members and are outside the main bank requirements, the data centre will analyse, keypunch, load and make the data available on a fee per contract basis for members. The cost of this service is $15 for each contract. More information is available from the Industrial Relations Centre, McGill University, 1001 Sherbrooke St. W., Montreal 110.

■ **The Treasury Board and the Association of Postal Officials of Canada, representing postal employees at supervisory levels, have reached agreement on the terms of a three-year contract.** The agreement that came into effect on August 3 means that first-level supervisors, who form the majority of the bargaining unit, have annual salaries at the maximum of the scale—$8,227 or $157.68 a week. These will rise to $8,801 or $168.68 by March 1972. Under the new contract, 2,850 members of the Association received pay increases averaging 4.4 per cent on August 3, 1970; 4.9 per cent on March 29, 1971; and 2.0 per cent for the six months from March 27, 1972 until termination of the contract on September 24, 1972. For the period October 1, 1969 to August 2, 1970, lump sum payments ranging from $404 to $535 have been paid. The former contract expired September 1969.

■ **Action to bring about mergers between unions in the interests of a more efficient labour movement was asked for by William Dodge, Secretary-Treasurer of the Canadian Labour Congress, in an address to the annual convention of the United Glass and Ceramic Workers of North America, held at Miami Beach, Fla., in July.** Mr. Dodge expressed deep concern at the growth of economic nationalism in the United States.

Dealing with trade, he said he had noticed a trend among U.S. union members to fall back on economic nationalism as a means of dealing with unemployment, and he observed that the AFL-CIO had moved to a protectionist position on international trade. "I believe this is a dangerous economic philosophy—harmful to the trading partners of the United States, and bound to start a round of retaliatory trade restrictions by other nations that will itself have disastrous effects upon employment here and around the world," Dodge said. He pointed out that whereas Canadian exports in the glass and ceramic field to the U.S. amounted to $11,000,000, Canada's imports from the U.S. totalled $82,000,000. "If, as a result of your endorsation of trade restrictions to protect your industry, you close your markets to the $11,000,000 worth of Canadian exports, it is inevitable that Canadians, perhaps even your own members, will begin to demand that we stop importing $82,000,000 worth of your manufactures.

"The tragedy is that this policy of answering trade restriction with trade restriction will, in the long run, protect no one. It leads instead to reduced trade throughout the world and economic stagnation. I have no hesitation in saying that Canada is watching the trend toward protectionism in the United States with increasing alarm. We are an open economy, and trade is our life blood. It is clear to us that, although the restrictive measures proposed are aimed at other countries, Canada will be among the principal losers. I cannot emphasize too strongly that the Canadian Labour Congress favours trade liberalization on a worldwide basis. We believe trade expansion to be essential to the economic health of the world, and perhaps also to our hopes for world peace."

On the subject of the structure of the labour movement, Dodge pointed out that there were as many unions in Canada as in the United States, though only one tenth of the total membership. As a result, there were many international unions in Canada with a membership so small that it was impossible to render adequate service to the Canadian members. He continued: "What concerns us is that very few of these unions are able to maintain the kind of operation Canadian union members are insisting upon more and more—education programs, research facilities, social action programs, and publications, all designed to operate within the framework of Canadian economic and social trends." The solution rested in mergers among unions, Dodge said, and the Canadian Labour Congress was actively pursuing a policy of encouraging such action.

■ **Pavel E. Astapenko, of the Byelorussian Soviet Socialist Republic, has been appointed Assistant Director General of the International Labour Office. He took up his duties in September.**

Mr. Astapenko began his career with the Soviet Ministry of Foreign Affairs. In 1949, he was appointed deputy chief and later chief of the Political Department of the Ministry of Foreign Affairs of the Byelorussian SSR. He was deputy minister of foreign affairs of the Byelorussian SSR from 1954 to 1961. He subsequently served as his country's permanent representative to the United Nations from 1961 to 1964. Since that time he has been chief of the Board of Foreign Tourism of the Council of Ministers of the Byelorussian SSR.

Mr. Astapenko was chief government delegate to the international labour conference from 1956 to 1961 and was elected vice-chairman of the government group of the conference in 1956 and 1959. At the 40th session of the international labour conference, in 1957, he was elected chairman of the committee on weekly rest. He has led his country's delegation to several sessions of the Economic Commission for Europe and has represented the Byelorussian SSR at the Transport Commission and the Social Commission of the Economic and Social Council of the United Nations.

Born in 1918, Mr. Astapenko obtained a diploma in historical studies from the Byelorussian State University in Minsk. He pursued his studies at the Higher Diplomatic School. He is married and has two daughters.

Labour relations around the world



C. Davis

■ **Hal C. Davis, 56, is the new President of the American Federation of Musicians (AFL-CIO). Mr. Davis, who has served as vice-president of the AFM since 1964, was unanimously elected by the 300,000-member union's international executive board to succeed Herman Kenin who died of a heart attack on July 21.** To succeed Mr. Davis as vice-president, the board named Victor W. Fuentealba, a member of the executive board and President of the Federation's Local 40-543 in Baltimore, Md.

A former professional musician, Mr. Davis worked from 1930 to 1948 as a percussionist, playing drums in nightclubs and theatres, and serving as a staff musician for Pittsburgh radio stations KDKA and WCAE. A board member since 1963, he is a vice-president of the Pennsylvania AFL-CIO and a member of the Pennsylvania Council on the Arts. Prior to his election as local president, he was, for many years, a member of the executive board of the Pittsburgh Local.

■ Herman D. Kenin, President of the American Federation of Musicians for the last 12 years, and a Vice-President of the AFL-CIO, died on July 21. He was 69.

Kenin guided the 300,000-member union through one of its most difficult periods. **He played a key role in the negotiations with major television networks and film studios, which over the years became the musicians' principal employer.**

After three years as a night student at Northwestern College of Law, Kenin was admitted to the Oregon Bar. During his college years he played the violin in an orchestra, and later headed his own band. After passing his bar examination, Kenin kept up his membership in Local 99 of the Musicians' Union, and in 1936 he

was elected its President. He was invited to fill an interim post on the Federation's International Executive Board in 1943, and was subsequently re-elected to regular terms on the board. In June of 1958, he was unanimously elected head of the Union upon the recommendation of James C. Petrillo, who retired after 18 years in the union presidency.

One of Kenin's first acts as President was to amend the union's constitution by abolishing the President's power to annul any by-law or provision of the constitution at will. At his death, Kenin was a member of the executive council of the AFL-CIO, Treasurer of the AFL-CIO Council for Scientific, Professional and Cultural Employees, and International Secretary of the Entertainment Trade Unions Organization.

■ **Since the United Rubber Workers signed a three-year agreement with the Goodyear Tire and Rubber Company in the United States several months ago, additional contracts covering the same period and providing for much the same gains have been negotiated with the remaining three companies of the so-called "Big Four" of the rubber industry with whom the union has contracts.** The additional contracts are with Goodrich, UniRoyal and Firestone.

The agreements with the Goodrich and UniRoyal companies provide essentially the same provisions: wage increases of $1.40 an hour over the three-year period of the new contract, including fringe benefits; and for skilled tradesmen, an additional 25 cents an hour—15 cents in the first year, and 10 cents either entirely in the second year or spread over the second and third years.

Pension payments are to rise from $5.50 to $7.50 a month for each year of service, giving those with 30 years service some $67.50 more in monthly benefits. Those currently retired will receive an increase of $1.55 a month for each year of service. An employee 55 years of age with 37 years of service may now retire with full pension.

Company-paid life insurance has been increased from the present $7,500 to $8,500. Included is a $1 deductible prescription drug plan taking effect July 1, 1971. Improvements have been made also in hospital, surgical and medical benefit programs. In cases of sickness and accidents, benefits have been increased from the present $70 a week for men and $60 a week for women for 39 weeks, to $85 a week for 52 weeks for all employees, regardless of sex. More liberal vacations have been provided by the contracts. All employees with 20 year of service, instead of 22 years at present, are to b eligible for a five-week annual vacation. Designated pai holidays were increased from nine to 10 days a year.

■ **Robert Carr, Britain's new Minister of Employmen and Productivity, has indicated that he is determined t be scrupulously fair to both labour and management.**

Mr. Carr was born on November 11, 1916. He graduat ed with honours in Natural Science at Gonville an Caius College, Cambridge, and also studied Economic and Law. Carr then became a metallurgist and metal lurgical radiologist, joining in 1938 John Dale Ltd., a family concern founded by his great-grandfather.



Robert Carr

He became Parliamentary Private Secretary to Si Anthony Eden in 1951. When Sir Anthony becam Prime Minister in 1955, Carr left John Dale Ltd. t become Parliamentary Secretary to the Minister of La bour and National Service, but was invited to retur as Chairman of the company in 1958 on the death o the previous chairman—a request he thought he ough not to refuse.

Carr was Chairman of the Carr Committee, which produced the report, "Training for Skill," in 1957. Industrial relations have formed one of the main interests of his career; he played a major part in formulating the Conservative statement of policy "Fair Deal at Work" and has written articles in the press on the subject. He stresses the need for men and women to find satisfaction in their work before they can find satisfaction in life and leisure.

■ **The national strike of British longshoremen in July immobilized cargo handling at all ports for two weeks. There are 47,000 workers in the industry.** At a meeting on July 29, it was decided by a vote of 51 to 31 to accept a compromise offer of better pay. The offer gives stevedores a guaranteed weekly minimum wage of £ 20 ($50). The strike held up imports of raw materials vital to industry, and also stopped exports that Britain relies on to pay its way in the world. The value of the delayed imports and exports is estimated at £ 500,000,000. One loss that could not be recouped was perishable foods. Fruit, vegetables and meat worth millions of dollars rotted in ships' holds during the strike, and some cargoes of bananas from the West Indies had to be dumped into the sea. The strike has cost British shipowners about £ 4,000,000 in lost income.

■ **The United Farm Workers have signed an agreement with 26 more California grape growers.** These growers produce about 50 per cent of the state's grape crop. This means that more than 80 per cent of the state's grapes will now be picked by union members. The settlement for $1.80 an hour plus job security, and limitations on the use of pesticides, will help bring the five-year-long, worldwide boycott of California grapes to an end.

■ **Federal government employees in the United States have been awarded extra pay for hazardous working conditions.** The new policy affects 700,000 persons and is effective from November. The additional pay will vary from 4 per cent to 100 per cent over the standard wage. The differential pay is grouped into two categories—pay for actual time of exposure, and a blanket bonus added to pay for hazardous work. The new policy was developed by the U.S. National Wage Policy Committee, a labour-management group that advises the Civil Service Commission Chairman on policies affecting blue-collar workers.

■ **July unemployment in Britain rose 23,000 over June figures to the highest figure for July since 1940.** The total unemployed at midmonth was 569,627, or 2.5 per cent of the work force. The July figure, however, was below that for May, when the number of unemployed was 578,000.

■ **The Employers' Association of France and four unions have signed a nation-wide agreement to set up a job training fund, under which wage earners could improve their skills or learn new ones.** The agreement was signed after 14 months of negotiations. The plan is primarily aimed at aiding industrial workers. Persons working in service jobs are also expected to qualify, but it appears that half of all wage earners will be eligible for training under the agreement.

The agreement provides that workers who are younger than 18 will be able to get training while on the job until they reach 19. The training is to be given either in a particular plant or in an industry-wide centre. Eight hours a week, with a maximum of 320 hours a year, are to be allowed, with no loss of pay. Workers who lose their jobs through mass layoffs will be able to apply for a year of training for other work while receiving the same income they earned before being discharged. Any worker with at least two years on the job may apply for a leave of absence of up to a year, with no pay loss, for training to improve his skills. The four unions participating are the Communist-led General Confederation of Labour, the radical French Confederation of Democratic Labour, the Socialist Workers Force, and the General Confederation of Cadres.

■ The Swedish State Employees Union (SF) was formed last May by the amalgamation of eight unions and a group of members from a ninth one. The new union, comprising 150,000 members, is now the fourth largest of the Swedish LO unions. Amalgamation brought together the Railwaymen's Union, the Postal Employees' Union, the Telecommunication Workers' Union, the Union of Civilian Personnel in Defence Establishments, the Road Construction Workers' Union, the Warders' Union, the Union of Personnel in Civil Service, the Union of Personnel of the Power Stations, and a group of members of the Electricians' Union.

Gustaf Kolare was elected President of the new union. Other officers elected were: Lars Sandberg, Vice-President; Arne Johansson, Secretary; and Gunnar Weidenfors, Financial Manager. An Executive committee of 19 persons replaces the committee of the eight unions, and the right of decision among union congresses rests with a union general council, made up of 75 members.



50 years ago

Accident prevention, blind alley occupations, the advent of moving pictures in industry, minimal health standards in Canadian plants, prototype works councils, and social diseases were of concern to the October 1920 Labour Gazette.

■ **Careless workers should be penalized to reduce accidents and save lives, said the Factory Inspector for New Brunswick in his annual report.** In 1919, there were 104 accidents in the province's factories—including six fatalities. One of those killed was a 14-year-old boy employed at a sawmill. The inspector said that unprotected danger areas or unguarded equipment were not the major contributing factors. "Not until we have the people educated up to their own personal responsibility for their own good behaviour along this line—not until then shall we have fewer accidents," he concluded.

■ A study conducted by the Ontario Department of Labour disclosed that young people entering the work force were choosing what would often be their life's work by the size of the starting salary. They were failing to appreciate that the jobs offering the highest salaries in the long run often paid less to begin with. The dangers of "blind alley" occupations, or of jobs unsuited to the individual's liking or ability were ignored. Additional influences were the opportunity of working with friends or relatives, working close to home, and lack of other job prospects.

To combat this short-sightedness, the Department decided to follow the example of Great Britain's Advisory Committees for Juvenile Employment, organized under the Juvenile Department of the Labour Exchange. A series of bulletins were issued stressing the importance of future prospects in selecting a vocation.

The first bulletin reviewed the general situation. To discover the extent of the career prospects, various jobs were compared. Highly paid mechanics in manufacturing plants were shown to be more in demand than highly paid office workers, who in turn advanced more quickly through the lower levels than workers in department stores. Regularity of employment was highest for men who worked in men's clothing factories, and highest for women working in stationery factories. The apprenticeship system was revealed as limited at best. Only 26.9 per cent of the industries investigated used appren

tices. Ten per cent of the rest left all instruction to the foremen, and some relied on job training and "tramp" education—gaining experience by moving from one factory to the next. Skilled workers were therefore in demand and were likely to become fewer in number in succeeding years.

The second bulletin surveyed the department and notion stores in the province. In general, 40 per cent of the employees were found to be male, with the percentage rising in the larger stores. High school graduates were preferred because appointments to higher levels were usually made from the lower ranks. Only 4 to 5 per cent of the labour force in this category received $30 a week or more. Forty-one per cent of the men and only 2 per cent of the women received $20 a week and more; 35 per cent of the women made more than $12 a week.

The third bulletin dealt with the dressmaking and millinery trades. Predominantly a female vocation with a reputation for chronic low salaries, the industry actually offered its female employees the same range of salaries as they could obtain elsewhere.

■ **The Goodyear Tire and Rubber Company had installed "moving picture equipment" to explore the educational value of the medium.** After two experiments—one using a film on plant safety and the other a documentary on rubber harvesting and the manufacture of tires—the employees were asked to fill in a questionnaire on the subject material and to make comments. The replies were favourable. "These films are educative from every point of view and are an incentive to the workman to learn more of his business, promote an interest in his work and take pleasure in things well done," said one man. Another: "I think the more knowledge a workman has relative to the materials in his department, the more intelligent his work will be."

■ **What were the working conditions that the provincial factory laws were attempting to rectify?** Fifty years ago, for instance, Québec employers were directed to provide a place for women employees to eat where food could be warmed and eaten under shelter. The necessity for the law hints at vile conditions prior to its formulation. Other health laws demanded: that printing offices where there were three or more type-setting machines be provided with proper ventilation to carry off all poisonous gases from the production process; that floors left wet during any manufacturing process be drained; that all stables be cut off from factories by an adequate brick wall; that employees be allowed pure drinking water; that there be proper lighting of workshops and a minimum temperature of 60°F.

In Alberta and Ontario, clothing manufactured in a dwelling or tenement house required a permit from the factory inspector specifying that it had been made under sanitary conditions. The inspector could seize any items made under unsanitary conditions or on unregistered premises and hand them over to the local Board of Health for disinfecting. Elevators were seen also as another potential hazard. Ontario, Saskatchewan and Alberta all specified that elevators operated by hand power must have automatic closing gates at least three feet high, and that the sides must be enclosed to a height of four feet and approved by the inspector. Elevator shafts must be guarded by six-foot gates with the word "dangerous" painted in four-inch high letters at the bottom. And you couldn't have your hair cut on Sunday; barbers were forbidden to operate their shops on that day.

■ "Works committees" were in operation in many parts of Great Britain. Although performing such expected functions as investigation of complaints, settlement of personal grievances, and management of canteens and washrooms, the early British committees also undertook full studies to save the company money and aggravation. Projects included an investigation into foundry costs and methods of production, an improved system of issuing tools, and making arrangements with railway and tramway authorities for improved travelling facilities.

■ **Among the resolutions passed at the Seamen's Conference in June of 1920, held under the auspices of the International Labour Conference, was an urgent request.** The conference asked that the Health Section of the League of Nations provide adequate facilities for the prevention and treatment of venereal diseases among men of the merchant marine at all principal ports, that free drugs and treatment be provided, that an education program be conducted, and that recreation facilities be improved at all large ports.

■ **A wide range of resolutions was passed at the 36th annual convention of the Trades and Labour Congress, held in Windsor, Ont., in September.** One recommendation was that the Nova Scotia Legislature be asked to enact legislation establishing saloons in the cities and towns of the province. Another wanted government control of cold storage plants to prevent hoarding of foodstuffs for excessive periods to keep prices up. Still others: sought to make compulsory the removal of old wallpaper before new was applied; favoured re-enactment of the wartime anti-loafing law; demanded that drug clerks be licensed if they were filling prescriptions; and asked that wood alcohol used in painting and varnishing be denatured.

Measuring ability without discrimination

by Dr. John Ertl

What can the score on an IQ test do to the job prospects of an individual? It jeopardizes his future opportunities. It may prevent him from taking advantage of further education.

The influence of the cultural background of an individual on his performance on IQ tests is well known and has been demonstrated innumerable times. It is this influence that can cause very large errors in an individual's score. The test-taking attitude and a variety of emotional factors are also known to distort the validity of these tests. Recently it has been shown that, in a classroom situation where the teacher knows the IQ score of each child, her attitude can influence those scores substantially.

Intelligence is a concept like beauty or justice, and, as such, it cannot be measured. Thus, when the psychologist speaks of IQ he does not, or should not, mean intelligence. For what is measurable is performance or behaviour.

Let us consider what present-day IQ tests do, how they are used, and how they are evaluated. In essence, a numerical value is assigned to a sample of an individual's behaviour and compared to norms obtained from a large population. The assumption is made that the sample of behaviour is a measurable manifestation of the concept of intelligence. These norms are primarily used for economic reasons to select—reject, discriminate against—people for training in situations where there are more applicants than money available.

A number of intelligence tests, (Otis, Wesman Personnel Classification Test, for example) have been specially developed for the rapid preliminary screening of industrial personnel. **It should be clearly recognized that such tests may have fairly high validity for some jobs and little or no validity for others. Many studies indicate that above a certain minimum level of intelligence, job success is only very slightly related to increasing levels of intelligence.** In fact, too high an intelligence is a considerable disadvantage in many employment situations.

This became painfully obvious during the Depression, when firms had an almost unlimited choice of job applicants, and picked those with the highest IQs for dishwashers and labourers. Because the law insists on the compulsory education of our young people up to age 16, it seems a waste of time to administer IQ tests to most job applicants, because the same information can be obtained from their academic record. If we had a culture-free intelligence test that did not discriminate against minority groups, then it would be of considerable benefit to these groups to take IQ tests and thereby overcome their disadvantages in relation to other job applicants. In education and clinical settings, they are used to counsel students by matching their ability—that



Dr. John Ertl is Director of the Centre for Cybernetic Studies, University of Ottawa. He has studied the electrical activity of the human brain for the past 10 years, and has invented and patented an electronic process for measuring human intelligence using the electrical signals of the brain. He has published numerous articles in scientific journals and has served as consultant to the U.S. Government, the International Biophysical Programme and a number of companies and institutions in the U.S. and Canada.

, their score on an IQ test—with what society has to ffer. It is quite clear, therefore, that the usefulness of psychological test is judged by its ability to select the ght individual for the job, and to predict socially de- rable (or undesirable) behaviour on an individual and roup basis.

great deal of research effort has been devoted in the ast 50 years to devising new tests of performance that ill predict academic achievement or job success. The esults of all this effort have been disappointing. **The est prediction of your chances of success in any given ear of high school, for example, is still your marks from ie year before. And as society is interested in selection nd prediction for financial reasons, the successful IQ est is the one that will most accurately predict academic chievement or job success.**

)uantitatively—especially when they are made on Grade I tests of potential success in high school or Jniversity—the predictions have been only slightly bet- er than chance on the average. Qualitatively, the situa- on is much worse; all of the predictive statements made pply to groups, not individuals. The probability of naking an error when predicting the behaviour of say, 000 persons, is much smaller than when predicting the ehaviour of one individual. Furthermore, the conse- uences of error in terms of injustice and personal harm re much greater at the individual level.

What are the errors of conventional IQ tests? There are many types of errors, the most serious of which derives from the psychologists' definition of "intelligence" as "a score on an IQ test." There are many ingenious, theoretical, and statistical manoeuvres used to overcome this circular definition. This whole problem is thoroughly discussed by Anne Anastasi in her recent book, Psychological Testing.

Another type of error is due to the instability of the IQ. M. P. Honzik, in the Journal of Experimental Education, 1948, reported individual IQ changes of as much as 50 points in the period from six to 18 years of age. Fifty-nine per cent of the children tested changed by 15 or more points; 27 per cent by 20 or more points; and 9 per cent by 30 or more points. In my work with 600 children, **Evoked Potentials, Neural Efficiency, and IQ.** I found that the same child, when given three different IQ tests, could have a score that differed by as many as 40 points from one test to another. The average difference was 15 points for the three IQ tests given. Furthermore, an examination of the correlation among the three tests reveals that they measure only 42 per cent of what each test claims is "intelligence." The vocabulary subtest of one of the three IQ tests correlates closely with the entire test and correlates

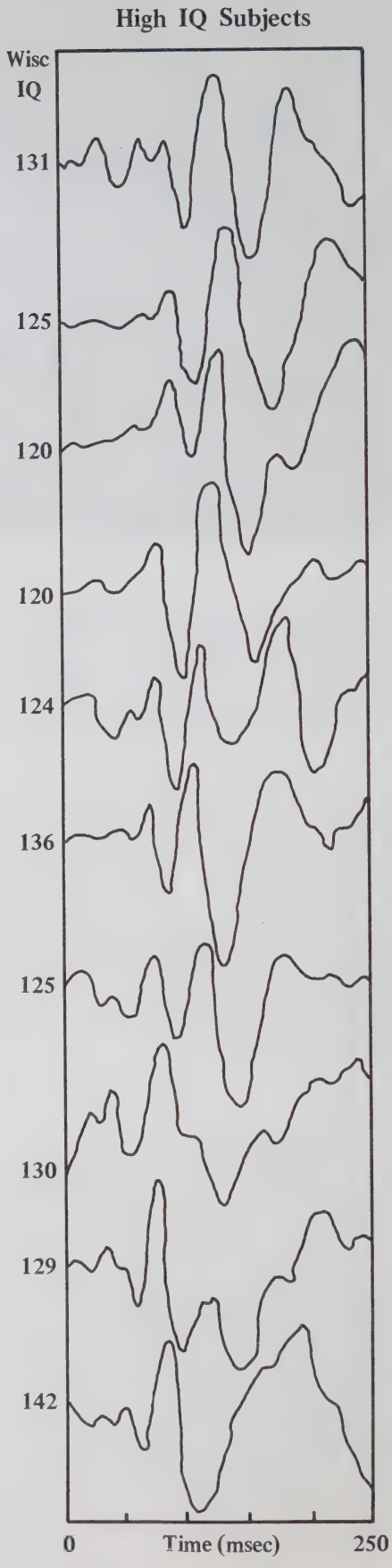
almost as well with the two other tests. It would seem, therefore, that much time and money could be saved by simply giving people a vocabulary test, as it alone correlates as well as the elaborate tests used with whatever psychologists call "intelligence."

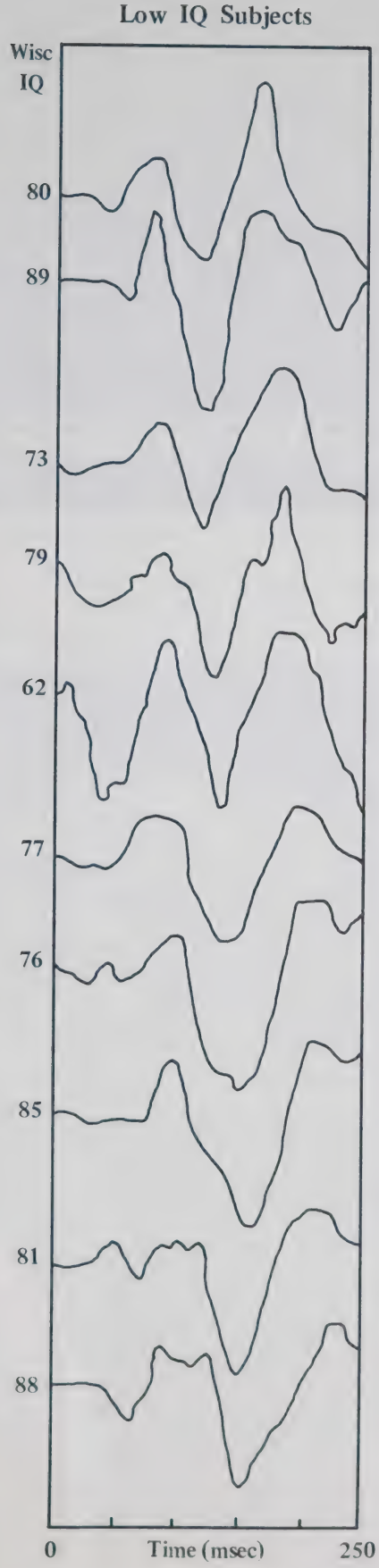
In defence of the psychologists, I must add that they are aware of all these errors and many others, and do not generally misuse IQ test scores. **It is the general public that is responsible for most of the misuses—first, by glorifying the IQ score, and second, by not informing themselves of the limitations and the appropriate conditions for the use of the tests.**

In order to avoid the dilemma produced by the psychologists' definition of "intelligence" as "a score on an IQ test," I have introduced the concept of "neural efficiency." This concept is related to the basic information-processing capacity of the brain, and it can be defined independently of the psychologists' IQ test scores.

Basically, when the brain is stimulated with a stimulus such as a light flash, its electrical activity changes in response to the stimulation. The brain's reactions can be studied through the use of various computer techniques that enhance the response while suppressing the unrelated electrical activity going on inside the brain at the same time. These responses are known as "averaged evoked potentials." The stimulus used is basically a test of the operational efficiency of the brain, and can be compared to standard procedures used to check the efficiency of electronic systems. The subject is not required to make any overt responses, and the method is, therefore, as "culture-free" as possible—a claim that certainly cannot be made for IQ tests. There is no pain or discomfort involved, and the whole process takes about five minutes.

The results of this study are illustrated in Fig. 1, which shows 20 subjects of widely differing IQ and also their evoked potentials. It can be seen that subjects with a high IQ tend to have much faster responses—more peaks—than those with a lower IQ. For the 20 subjects (out of 600) illustrated, there is no question, despite the errors and limitations of IQ tests, that they were accurately classified: each subject was given three IQ tests, the school records were examined, and a personal inter-





view was given by an experienced psychologist. Thus, for these 20 subjects, the relationship between the electrical activity of the brain (specifically evoked potentials) and IQ test scores is almost perfect. When the rest (580) of the sample is studied, the relationship is far from perfect, as one could expect in view of my previous comments about the validity of IQ tests. In fact, only a low correlation could be obtained.

This does not mean that either of the two methods is "right" or "wrong." As the inventor of the evoked potential method, I would, naturally, like to say that my method is "right" or "better" or "more accurate;" but I cannot do so on the basis of accepted scientific principles. On the other hand, without a solid and independent criterion of intelligence, the proponents of IQ tests cannot support their claims either.

The validity of the evoked potential method of determining neural efficiency can be established independently. For example, subjects suffering from a thyroid deficiency, which is known to cause mental dullness, have slower evoked potentials. Certain drugs and anesthetics, which are known to reduce mental efficiency, produce the same results. When patients are treated with a thyroid hormone, there is a dramatic change both in their mental acuity and in the speed of their evoked responses.

In order to avoid the vicious circle described above, I have chosen to call my method a measure of Neural Efficiency, which is not "intelligence" as understood by the psychologist. In this way, the two methods can be complementary rather than antagonistic. Long-term predictive studies with special educational exposure may eventually favour one method over the other.

But these are merely the sort of problems that arise within any discipline that is demonstrating a proper regard for precision. The salient point for our purposes is that we now have an IQ-testing device that will not discriminate against a job applicant while measuring his ability and potential.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Coping with the Seventies

Business must be prepared to submit itself to a "rigorous self-examination" in terms of its social as well as its economic contribution to Canadian society and must be prepared to face up to the fact that the image of business possessed by many people outside business is not a good one, said J. C. Whitelaw, Executive Vice-President and General Manager of the Canadian Manufacturers' Association. Mr. Whitelaw made the remarks when tabling his annual report to the 99th annual general meeting of the CMA, held in Montreal, June 7 to 9.

Mr. Whitelaw told the delegates that "the current upheaval and expressions of dissatisfaction with the status quo are not to be ignored, nor the restless challenge of youth power lightly dismissed." He said that the greater onus is on older men and women to "not invariably react defensively to the criticisms of youth but to ask themselves if the accelerating pace of change of every kind may not have invested those criticisms with some validity. We cannot close the generation gap but, if we are to narrow it, we must begin by recognizing the need to be open-minded and objective in this area of ongoing social development . . . We must be prepared to give constructive evidence of the true nature of business, which is not stuffy and inward-looking but which, more than any other single element in the world today, moves with the times and is a veritable catalyst of change of every kind.

"Not least, but perhaps hardest of all for us, we mus be prepared to predict and weigh the various conse quences of the many changes that industry brings abou most particularly those corporate decisions likely to hav an impact on the immediate community. Like it or no industry is destined increasingly to be called upon t explain and justify to a wider public, decisions whic not so long ago would have been considered the busines of no one but the owners.

"To a greater extent than ever before, industrial man agement is made keenly aware, and on a daily basi of the growing power of government and of organize labour. Between them, their actions shape much of th local and national climate in which our business opera tions are conducted. The concern to which we give voic in regard to what we consider to be the excesses of bot is very real. In the public service and private industr alike, union spokesmen make much of labour's 'rights but say little about its responsibilities or obligation Similarly, governments espouse law and order, yet to often fail to enforce it. Such indulgence is bad at an time; it is doubly dangerous at a time of stress an strain such as the present."

New executive

At the convention, A. G. W. Sinclair, President, Canadia Johns-Manville Company Limited, Port Credit, Ont., wa elected President of the CMA for 1970-71. He succeede Leonard F. Wills, of Scarborough, Ont.

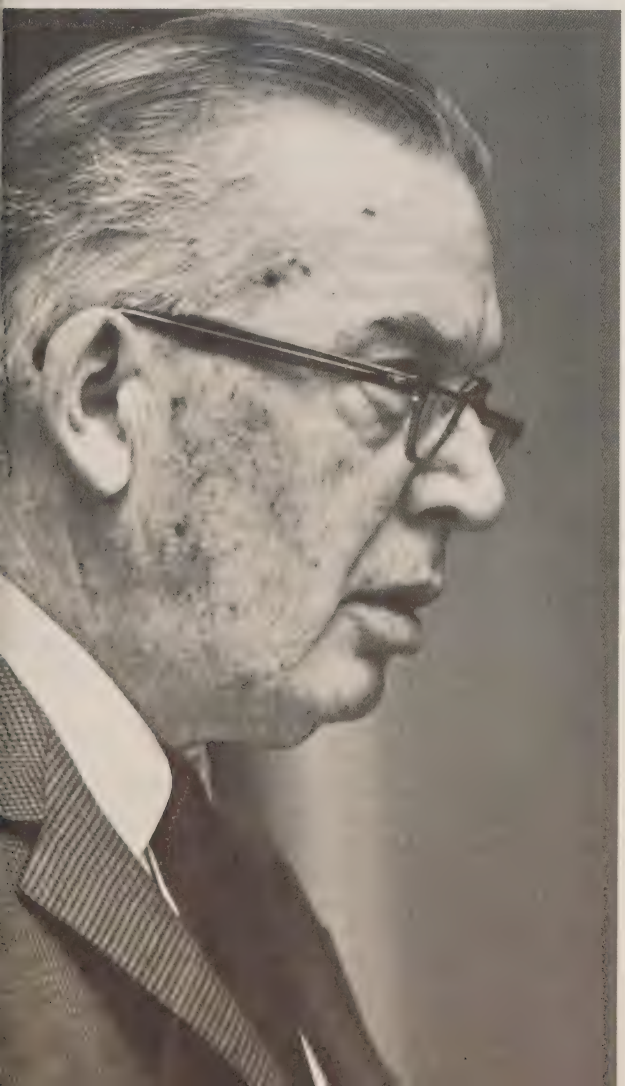
Other officers elected were: First Vice-President, V. G Marquez, President, Northern Electric Company Limi ed, Montreal; Second Vice-President, Daniel Sprague

esident, James B. Carter Limited, Winnipeg, Man.; id Treasurer, D. G. Willmot, President and Chief xecutive Officer, Molson Industries Limited, Toronto, nt.; Chairman of the industrial relations committee, oyd Hemsworth, Vice-President, industrial relations, imberly-Clark of Canada Limited, Toronto, Ont.

resident's address

ecognizing the gravity of inflation, business has given s co-operation to Ottawa and, in particular, the Prices id Incomes Commission in the battle to reverse it, utgoing CMA President L. F. Wills told the convenon. **"Without wishing in any way to blow our own umpet, I think we can say that the manufacturing dustry has shown itself willing to do substantially what as been asked of it. I might add, too, that we have sisted the temptation to withdraw our support of the oluntary restraint program in the wake of organized bour's resounding negation of any thought of voluntary oderation of wage demands.**

F. Wills



"It is disappointing, but not unexpected, that we have failed to receive anything like the credit due to us for this. It is discouraging, too, that industry's part in the anti-inflation effort, amounting to a voluntary reduction of profits, which are already inadequate by most international standards, can, by itself, accomplish so little in terms of slowing the upward trend of prices. We recognize that it is in our own interests as well as the country's that we do everything we can to hold down prices—but that means that costs, essentially labour costs, must be contained, and that is not within the powers of a one-sided arrangement."

Labour can be expected to continue to apply as much pressure as ever, but the difference now is that their efforts will be far more likely to result in layoffs, short time and fewer jobs than in the past, Mr. Wills said. "We're in a situation where the Canadian consumer is noticeably less willing and able to pay the cost of these settlements and management, at least, realizes it. At no time in the past year have I, directly or indirectly, attempted to lay all the blame for inflation at labour's door. The impact of the dynamic U.S. economy and the free-spending policies of our various governments in this country through most of the Sixties have contributed greatly to the present excesses. But it would be equally wrong to minimize the chain-reacting consequences of the many unreasonable settlements forced on industries by unionists who, in many cases, were already among the best-paid members of the labour force.

"Like my predecessors in this office, I have often stressed that **there can be no justification for refusing demands for higher wages and better benefits that are demonstrably related to productivity improvement. I would go even further and say that, in some cases, wage increases can and should be granted to workers at the lower end of the scale in excess of productivity betterment.** Considerations of turnover, employee morale and social justice may very well dictate such an approach."

Mr. Wills pointed out that the unprecedented rise in living levels that occurred in the past decade was not only a matter of better wages, salaries and fringe benefits but of social security legislation—the Hospital Insurance Act, the Canada Pension Plan, the Canada Assistance Plan and the Medical Care Act. And "they are paid for not only by employees but also by employers. Indeed, the company contribution to social security is in many cases a double one, embracing not only contributions, but also that share of the corporate profits tax that goes to finance some aspect or other of it. We need to hammer this point a great deal harder than we have been doing. The dependence of our social services on healthy companies earning good profits is all too little understood by the average Canadian."

Mr. Wills went on to express his concern over the implications of some of the provisions in the White Paper on Tax Reform. "There is much at stake here in terms of Canada's future industrial development and it is our belief that Mr. Benson must drop a number of the White Paper proposals and modify others if the new tax structure is to serve this country well." **Canada must take whatever measures are necessary to preserve its national sovereignty, but "the best way to reduce the proportion of foreign ownership is to increase the opportunities for Canadians to earn, to save and to invest in equities in new and growing companies and industries.** Like it or not, the level of foreign investment is high and some concern on that score is understandable, but I do not for one moment believe that Canadians will accept the wholesale loss of jobs, incomes and living standards that would follow from any concerted policy based on ultranationalism."

With the Canadian market becoming more open to foreign products, said Mr. Wills, there have been some casualties—some companies going under and others ceasing operations. "For those who have lost their jobs, some after many years of service, it is a bad business. One can sympathize with their reactions, but employees, no less than anyone else, have to realize that there is no place for a losing enterprise in the competitive market economy. A change in the ground rules of the kind that the progressive reduction of tariffs has brought about inevitably means that there are more losers, particularly when it is accompanied by inordinate wage demands that ignore competitive conditions."

Mr. Wills concluded with a reference to the social responsibilities of business. The pollution question, he said, is but the tip of the iceberg in this area. "The rising sophistication of the consumer both at home and abroad, the demands of change and pressures of government will all require of industrial management that it strive harder than ever before to satisfy the reasonable demands of owners, employees and consumers alike. More than this, it will increasingly be called upon to reconcile corporate decisions with social needs and make corporate judgments on the basis of social obligations."

Industrial relations

In an address to the labour relations session of the conference, R. V. Hicks, a Toronto lawyer, discussed research done by the CMA's industrial relations department into collective bargaining. The following was taken from his paper:

The surveys cover the period of the last five years, and comprise a broad spectrum of industrial activities represented by 214 employers, both organized and unorganized, employing more than 450,000 employees. The questionnaires were directed to comparative standards of compensation in organized and unorganized establishments; the frequency of lawful and unlawful strikes; the effectiveness of strikes in the improvement of employees' real income; and the implications of technological changes as they relate to job security. In examining the comparative employment standards prevalent in unionized versus non-unionized establishments, wherever possible, competitive companies of like size in the same industry were matched with each other.

How do the unorganized employees actually fare in relation to the organized? As to the comparative levels of wage rates for production workers, the survey returns show that, **on the average, non-unionized employers provide a modestly lower starting rate—to the extent of some 4¢ or 5¢ per hour—while, conversely, their top rates are significantly higher by more than 20¢ per hour.**

The non-unionized employer enjoys the flexibility of being able to bid against competitive rates in the tight skilled labour market. This is in sharp contrast to the unionized employer who is contractually bound by rates that restrict him from bidding freely in the same market. The organized employer is usually limited to a biannual or tri-annual negotiation of rates on a prospective basis without much relevancy to the price ultimately dictated by the market.

Continuing with the blue-collar area, the survey data show that **conditions relating to standard working hours and premium payments governing overtime, shift and weekend work are virtually uniform for both classes of personnel.** Non-unionized employees are somewhat ahead on vacation, health benefit and pension plans, but lag on employer contributions to medical-surgical-hospital plans.

Turning to salaried personnel, the survey results indicated that although non-unionized employers provide a higher level of fringe benefits, consistent with an apparent emphasis on security in contra-distinction to income, their salary scales are usually slightly lower than those of organized establishments. What conclusions are to be drawn from these data?

If any difference exists in the total package of compensation in either the blue- or white-collar category it is not at all discernible. In both categories, differences on individual items comprising the compensation package naturally prevail. But, on analysis, **no support can be found for the proposition that union-represented employees occupy a position of general superiority.**

Now, the union movement unquestionably can show that on a gross basis, significant economic gains have been achieved for many of its members. Their accomplishments, however, defy proper evaluation because of the inability to reconcile the cost of union representation. Payments for dues and assessments, and the losses in employment earnings sustained through unlawful, as well as lawful, strikes are not taken into account.

The survey results demonstrate the startling cost of union strikes to both employee and employer. In the past five years, 566 strikes occurred, only 119, or 20 per cent, of which were lawful. The strikes ranged in duration from a few days to 7 months. In this relatively modest sampling, literally hundreds of millions of dollars were lost in wages and production, not to mention continuing overhead costs and the carrying charges on plant and inventories. **Drawing on the experience of only two costly strikes occurring in 1969, employees lost $28,000,000 in wages and the two companies lost nearly a half billion dollars in production.**

To these figures should also be added the cost to the unions of conducting strikes. According to the Canadian Director of the United Steelworkers of America, that union alone paid out over $12,500,000 in strike benefits in Canada in 1969. These costs taken together are substantial enough in themselves, but when correlated with the gains, if any, resulting from strike action, they take on dramatic dimensions. Losses to employees in unlawful strikes occurring during the term of a collective agreement are virtually irrecoverable because they normally concern non-pay issues, such as discipline or seniority.

The survey results show that no fewer than 37 strikes were settled either for the same or less than the employer's pre-strike offer. Many settlements could be represented as providing gains, but when prorated over a longer agreement they yielded only the same increase as the original offer, or less. This, for example, occurred in a major strike of 11½ weeks that cost employees $1,400,000 in lost earnings and the employer approximately $80,000,000 in lost production. Yet the union claimed it as a victory!

In addition to the 37 strikes that were settled for the same or less, several more reported there were "no significant changes" or "fractionally higher changes" between the strike settlement and the pre-strike offer. To illustrate, a strike that cost the employees more than $400 on the average produced a 3-cent gain on fringe benefits over a 36-month agreement. Another, where employees lost $510 in average earnings, produced one half of one per cent improvement over a two-year period. Still another, realized "less than one per cent overall cost." Finally, a 42-day strike in which employees lost over $700 on an average, achieved a difference of less than one cent, and that modest amount was applied to classification adjustments.

Some of the relatively longer strikes did result in relatively greater increases. The longest of these, however, which was for seven months, produced a change in the employer's original offer of less than 7 per cent, being equivalent to 4 cents an hour, spread over a 35- instead of a 36-month agreement.

What do these settlements mean to striking employees in terms of net improvement—even in the comparatively few cases where the union registers significant gains? **Assuming an average weekly pay of $100 and a 10-cent improvement following a 10-week strike, it would take the employee almost five years to break even—before taxes. In a major 11-week strike in 1969 that involved more than 17,000 employees, it will take 16 years before they break even, assuming no further stoppages take place.** For those who receive no improvements in the employer's offer following the strike, a net loss of income is their reward.

Unions may justifiably claim credit for breakthroughs related to such principles as supplementary income protection that may not have then been achievable without threatening or resorting to strike action. On balance, however, claims as to wage gains produced by strike action are as much theoretical as real.

Another major area of union-management conflict concerns the consequences of technological change, or, to adopt its more sophisticated description, "industrial conversion." You will recall the dire results organized labour's soothsayers of the '50s were predicting would flow from the massive input of new industrial technology. Millions were immediately facing permanent dislocation from work. The expanding postwar work force could not possibly be absorbed and unemployment would soar.

To protect workers against the oncoming catastrophe, ingenious bargaining demands emerged with the avowed purpose of spreading available work, as well as providing income protection for those facing loss of employment. Extended vacation plans and other programs designed to make work and increase employment opportunity were promulgated with these objectives as their purpose. Severance award agreements and elaborate retraining schemes were similarly introduced.

Some of these rather revolutionary concepts in principle were undoubtedly socially desirable. Ironically, however, by spreading the work in the context of an expanding economy, they contributed to the inflationary pressures that have since beset us.

The issue of technological change has become confused by treating terminations resulting from plant shutdown the same as redundancies resulting from industrial conversion. Curiously, none of the two or three situations involving employee terminations that have captured so much notoriety in the past year can be attributed to technological improvement. The closures of a ship yard in Montreal and of an industrial rubber goods plant in Toronto, representing a total of approximately 1,500 persons, are completely unrelated to the introduction of new technology. Rather, they are a simple fact of competitive business; foreign competition displaced them from the market place.

In the absence of adequate research, many of you were surveyed as to the impact that manufacturing improvements have had on your work forces in the past five years. A total of 216 firms replied and, of these, **120 reported that there were thousands of job changes taking place without causing a single layoff. One of the major firms replied that thousands of changes had been introduced affecting 10 per cent of its work force without causing a single redundancy.** Of the remainder, only 26 firms, or 12 per cent, reported displacement of personnel, totalling 832 employees. Even as to those laid off, the vast majority had less than three years service, and many were in the probationary category.

Through advance planning and retraining, the impact of job changes was minimized. In one situation where advance notice was given the employees, a number of them obtained other employment despite the assurance they would be retained. Many of the collective agreements involved contained provisions providing for severance pay, earnings protection on being down-graded, and also retraining opportunity.

The Freedman (L. G. 1966, p. 4) and Task Force on Labour Relations (L. G., May 1969, p. 269) Reports would provide unions either with a legal right to strike over "major" changes or freedom to negotiate the right to strike during the term of the collective agreement over specified issues. The naivete of this latter proposal ignores labour's ingenuity to camouflage the real reasons for striking that was so blithely volunteered by the Canadian Director of the UAW when, as you will recall, he facetiously quipped, "how do you like them apples."



The proponents of the right to strike during the currency of a collective agreement fail also to distinguish the marked difference in the legislative framework and traditional concepts existing between the United Kingdom and the United States, where it is recognized, and Canada. Unlike these other jurisdictions, our system is predicated upon providing maximum industrial stability by prohibiting strikes and lockouts during the term of the collective agreement, in return for the union's right to compulsory grievance and arbitration procedures. (Legal processes intended to protect the contractual rights of employees, their union and the employer are substituted for the provocative sanctions of strike and lockout. This protection parallels that provided by law to all other segments of society.)



Despite these mutually protective conditions, **the survey data show that the frequency of unlawful work stoppages occurring while collective agreements are in force is extremely high. A total of 669 stoppages and slowdowns were reported involving many millions of dollars in lost production and wages.** One employer reported experiencing slowdowns and strikes "too numerous to detail." Some reported occasional acts of sabotage and one employer resorted to lie detector tests to apprehend the culprits.

Some employers conceded that, by failing to take appropriate disciplinary action or enforcement proceedings against the union, they were in part authors of their own misfortune. Several emphasized the difficulty of applying practical sanctions because of the inhibiting effect they would have on contract negotiations. Also mentioned were the difficulties associated with mass discipline and obtaining adequate evidence to support damage claims against the union at arbitration. A common thread running through the replies was a demand that unions be made legal entities fully responsible for their actions at law.

The Freedman Report, and more particularly the Task Force Report, would have the effect of legitimizing union activities that are now not only unlawful but also economically wasteful. Still worse, their implementation would facilitate rather than deter organized labour's resort to economic sanctions which, the survey data establish, are already grossly abused. Clearly, their recommendations would aggravate, rather than reduce the strike malady. An agreement would no longer be a stabilizing influence but would actually become a vehicle to create more division and strife. Public opinion, already sensitive from an over-exposure to union-management conflict, is fast losing its tolerance for the existing volatile nature of collective bargaining, without spreading the infection further by providing unions with an entirely new area of conflict.

Last year, Canada experienced its worse strike record in our history, losing 7.7 million man-days employment. Where are we heading in the decade ahead? The communications gap existing between union leadership and union membership prevents effective and responsible bargaining. Even where settlements made at the bargaining table carry the unanimous endorsation of the union's bargaining team, the spectre of rejection by the membership haunts the company's negotiators. In the same context, there is an increasing trend on the part of union leaders to abdicate their responsibility to recommend settlements to avoid personal humiliation. The recent CLC conference in Edmonton should have directed itself to a reappraisal by unions of the management of their own affairs before proclaiming involvement in the management of the enterprise.

What's happening to the collective bargaining ideal? Our legislation, now so badly outmoded, must be modernized consistent with the realities of our times. With trade unions having total assets in Canada in excess of $1,000,000,000 and an annual income of more than $35,000,000 from dues alone, the concept of balance of power must be revitalized and redefined. Our economy cannot afford the luxury of irrationally motivated strikes. Ways and means must be found to reduce, rather than increase, union-management confrontation if the process of collective bargaining is to fulfil any social purpose.

(Comments on this article from John O'Donoghue, Research Economist, International Association of Machinists, will appear in the November number).

Centralization in collective bargaining

The 7th annual meeting of the Canadian Industrial Relations Research Institute was held in Ottawa, June 18 and 19. The topic for the meeting was Centralization in Collective Bargaining. The following are summaries of several papers delivered at the conference; more of the papers will be presented in the December issue of The Labour Gazette. Papers this month are: Sector Bargaining, Robert Sauvé, Deputy Minister of Labour and Manpower for Québec; Multi-National Bargaining: The Canada-U.S. Experience, by Bryan Downie, Queen's University; Multi-National Enterprises and the European Trade Unions, Paul Malles, Economic Council of Canada; and Collective Bargaining in the B.C. Lumber Industry by Stuart Jamieson, University of British Columbia.

Robert Sauvé

Robert Sauvé, Deputy Minister of the Department of Labour and Manpower for the Province of Québec, foresees that all industrial bargaining, whether regional or provincial, may eventually become sectorial bargaining. Mr. Sauvé stated that the "plant-wide collective agreement" was no longer adequate for our requirements. It has become too restricted as a means of resolving problems and contending with the lack of "job security" of workers nowadays. On the social and economic levels, it may be termed too isolated to fit in the framework of collaboration and conciliation that is essential to society's development. Perhaps it is even somewhat unfair toward all, since it serves the interests of only a minority of workers.

Because of these three flaws in the organization of our present system of labour relations, it is necessary that the system be made more flexible and that it be supplemented by extensive bargaining at higher levels than that of the business enterprise.

However, stated Mr. Sauvé, we should avoid the error that, in the past, imposed bargaining procedures without taking into consideration the distinctive character of the industrial sectors. It is up to the parties concerned, employee associations and management associations, to select the type of bargaining that is best suited to their particular needs. In this way, the integration of flexibility within the system, to the extent it is required, will be brought about. The choice must be made within pre-established professional and geographical jurisdictions in order to avoid erratic boundary delineations.

Should the parties deem that sectorial bargaining is better suited to their requirements, it will probably be for the following reasons: this type of bargaining makes unions more aware of their responsibilities and of the economic situation; this type of bargaining establishes the relations between the economic parties and the labour policies; and this type of bargaining is the only one that can involve workers who are not unionized.

To conclude, Mr. Sauvé stated that, although sectorial bargaining offers an improvement over the existing situation, and strives toward greater stability among all parties concerned with labour, there is a price to be

paid. And that price is the recognition of new bargaining conditions that will affect the structures of the employees and the management association, as well as those of the Department of Labour and Manpower of the Province of Québec.

Bryan Downie

Bi-national bargaining involving the delegation of decision-making power from Canada to the United States occurs because of an adherence to a U.S. pattern or standard, or an actual delegation of authority to U.S. officials, or a combination of both factors, said Bryan M. Downie of Queen's University. Mr. Downie stressed that, in his discussion of the phenomenon, he would deal only with process and practice, and that, because of the narrow range of his data, all conclusions should be considered purely tentative.

Within the various types of Canadian industries, there have occurred mixtures and degrees of bi-national bargaining, he continued. At Marmoraton Mines and Union Drawn Steel, for instance, the employees were lumped in with the bargaining units attached to the parent companies, Bethlehem and Republic Steel, in the United States. In the meat packing industry, however, there has been the opposite polarization: a separation between U.S. and Canadian developments. There can therefore be no "rigid generalizations" about just what constitutes bi-national influences.

Although the unions have been singled out as the agents responsible for the spreading of patterns in collective bargaining, employer policies must also share in the responsibility. The auto companies, particularly GM and Chrysler, are one example. They helped to "precipitate the transmission process by the active participation of U.S. officials in Canadian negotiations" as early as the 1940s. Mr. Downie concluded that "in no cases when U.S. patterns were followed did management seem to seriously resist. Common bi-national policies seemed to be acceptable to both sides."

The unions themselves "differed somewhat in the internal process whereby demands were formulated and in their bargaining practices." Practice ranged from the highly centralized bargaining favoured by the pulp and paper unions to the more decentralized operations of the Canadian Food and Allied Workers and the Steelworkers. Some characteristics were common to all, however. First, demands were normally formulated within each union at individual conferences in Canada. Secondly, U.S. negotiators tended to restrict their intervention to instances where the company involved exported "substantially" to the U.S., and the result could be employment shifts in the United States because of Canadian competition. Third, Canadian negotiators always sought the most effective bargaining unit. If policy was being developed by the parent company in the United States, they might then prefer to have direct contact with U.S. management. Thus, the Food and Allied Workers approached Swift negotiators in the U.S. at one point because they did not think that Canadian authorities had the authority to make decisions. Fourth, despite their use of U.S. standards as a lever, the unions demonstrated a "capacity for compromise and flexibility" where this was the reasonable course.

Because the wage controls instituted by the Canadian Government were not lifted until 1947 and single plant representation was mandatory for wage change requests, international bargaining arrangements in Canada were delayed until the late 1940s and early 1950s. Government action has continued to affect current practice in collective bargaining. "Compulsory conciliation, particularly when coupled with the multiple loci of public policy in Canada," has been "a pervasive factor in negotiations especially in steel, meat packing, and autos (up to 1956)."

The substance, procedure, participants, and tone of negotiations is profoundly affected by whether or not international bargaining is being used, said Mr. Downie. Where it is applied, the agenda has often been expanded to include items of interest in the United States that might otherwise have been downgraded or ignored in Canada. U.S. wage adjustment approaches have also been introduced. Then, too, minor anomalies have crept in: in one agreement at Marmoraton, for example, the escalator clause was based on the U.S. Consumer Price Index.

Procedural changes include the timing of negotiations and settlements to coincide in both countries. In the steel industry, the "date on which yearly increases become effective was changed from March to August to concur with the practice in the U.S. industry." A less desirable factor has been the participation of U.S. negotiators on both sides of the table.

Where no U.S. pattern has been followed, negotiations have tended to be longer and strikes more frequent. When the B.C. paper industry did not follow the U.S. pattern, its negotiations stretched out beyond the settlement time taken by eastern paper firms who did make use of the pattern. Mr. Downie suggested that bi-national bargaining may even be "a positive factor with regard to industrial peace."

Why do bi-national relationships occur? One expert, Arthur M. Ross, has placed the emphasis on union pressures. "Wage patterns, so the argument runs, emanate from institutional variables such as common ownership, centralized bargaining and union rivalry, which result in emulation to resolve union political pressures." Mr. Downie does not consider this to be an adequate answer. He noted in his paper that the influence of price determination from the U.S. cannot be overlooked. Furthermore, **the uniform application of bi-national bargaining is modified by additional influences: historical and personality factors, and differences in rank-and-file outlook in various regions. Centralized union bargaining cannot be considered an "autonomous variable," he continued.** "Rather, control or co-ordinction from the U.S. could be looked upon as an organizational or administrative reaction to other factors." Bargaining occurs within the limits of the economic environment, both sides using certain bargains as referent points, perhaps the same ones. Both sides are thus helping to support bi-national bargaining.

According to Mr. Downie, the mechanics of bi-national bargaining "take the form of behavioural tactics that are a response, among other things, to the structural arrangements of the other party." The mechanics may effect further changes in the intro-organizational sense. For example, "some local unions, just as local managements, may disagree with headquarters on important issues, but be forced to accept uniform treatment." Strong local unions may then fail to obtain as tight an agreement as they might have on their own, and adjustment to local needs may sometimes be overlooked. At the same time, union demands for parallel wage standards may arouse company demands for parallel work standards: in Ford and GM plants in Canada, there is wage parity with the U.S. plants, but the workers must also use a similar work practice–tag relief, whereby the line does not shut down during any of the breaks.

There are potential dangers inherent in international bargaining: Canadian sovereignty may be threatened by the transfer of decision-making to the United States, or there could be a possible North American strike, or wage guidelines formed in the U.S. might be adhered to here. But they are counterbalanced by the advantages: "available expertise, structural advantages when dealing with U.S. subsidiaries, and access to American funds." Whatever the equality of this balance, it is clear, concluded Mr. Downie, that "bi-national bargaining of various forms will be a part of the Canadian collective bargaining fabric in the foreseeable future at least."

Paul Malles

Paul Malles, of the Economic Council of Canada, presented a paper titled: The Multinational Corporation and Industrial Relations: The European Approach. Of prime consideration in this paper was the question whether the multinational corporation constituted a challenge to the industrial relations systems as they have developed in Europe over the last quarter of a century, and what response such a challenge found in the trade union movement.

There does not seem to be a readily acceptable definition of what constitutes a multinational or international corporation. The term could be interpreted to mean a cluster of corporations of diverse nationality joined together by ties of common ownership and responsive to a common management strategy. That kind of definition serves well to characterize such firms as Nestlé, Ford, IBM or Phillips. The multinational corporation may also be seen as a domestic corporation with subsidiaries and licensees in a number of countries.

There are three things to note about the multinational or international corporation:

The growth of the multinational corporation, a phenomenon of the sixties, is not so much one of numbers as of the accelerated rate of growth in investment, production and sales. It is conceivable that in 20 years the international corporative sector could equal in size the American gross national product.

The very nature of management has changed. The management of the subsidiary loses its "plenipotentiary" character. How much or how little decision-making power remains with it is no longer a matter of externalities, but a matter of centrally established policies. Managerial behaviour may indeed become truly international where the nationality of local management matters little and the various national managers of international corporations become more and more closely identified with each other than with their domestic confreres.

The rapid expansion of the multinational corporation plus the change in the structure and nature of management runs directly counter to the concurrent growth and concept of the "welfare state."

If we consider the role played by the European trade union movement and its political allies in the development of the welfare state, we may appreciate the fears



that the very elusiveness of the international corporation in regard to national policies and institutions has created. The multinational corporation operates largely outside the scope of national sovereignties and a sort of vacuum has been formed in the sphere of legislation and regulation. This vacuum must be filled.

The unions affiliated to the ICFTU and its associated Trade Secretariats (ITS), which group the bulk of organized labour in Europe, adopted at the Ninth World Congress of the ICFTU a resolution urging the need to ensure that the priorities of national economic planning are respected; that company mergers be subjected to the approval of public authorities; that all measures be taken in good time to avoid social hardships caused by structural change and plant closure; that democratic control be established at each level of decision; and that new laws or regulations governing international, regional or national operations of multinational corporations include the principles that provide full scope for the requirements of maximum social progress in a balanced economy.

The strategies adopted to implement the ICFTU resolution can be grouped under three headings: adaptations to organizational structures; adaptations to the techniques of collective bargaining and conducting industrial conflict; and adaptations sought within national as well as international law and within intergovernmental organizations to fill the "vacuum of legislation and regulation" concerning multinational corporations.

The pioneer in the field of organizational adaptation to multinational manufacturing firms is undoubtedly the International Metal Workers Federation (IMF). Within the IMF's Automotive Department, worldwide councils have been set up according to enterprises, i.e., Ford, General Motors, Chrysler and Volkswagen-Benz in the first instance, to which are being added British Leyland Motors and jointly, Toyota and Nissan.

In the electrical and electronic fields, because of the greater number of companies, the IMF proceeded in a somewhat different manner, that of "committees on multinational companies" that appear to be more regionally oriented.

Essentially, these organizational changes and adaptations, whether at the level of the international federations of national centres or of those of the affiliated unions, aim at the same purpose, namely the internationalization of trade union strategy, at the national level in matters of collective bargaining and the solution of conflict situations, and at the national and international level, aim at protective law by national as well as international legislation.

This is still far removed from true international joint bargaining with multinational corporations. There are, however, a few examples where union representatives have been able to come face to face with top officers of multinational corporations. Certain techniques are also developing which, while by no means involving

international bargaining, yet arise from specific local situations and are then internationalized by seeking to generalize the issues to the subsidiaries of the individual countries. This technique was used with great success by the International Chemical and General Workers Federation (ICF) in the case of the glass-producing multinational company, Saint Gobain, and may well become a classic in its way. ICF, however, is unlikely to prove a model that many industries can copy, as it is operating in a highly capital-intensive, well-integrated industry that is relatively easy to organize. The technique used in the Saint Gobain case depends on careful timing, but above all, on highly disciplined solidarity action.

Briefly, the main points raised by Mr. Malles were: The internationalization of union strategy involving multinational corporations depends on (1) **intensive research concerning economic conditions, development trends, particular situations of the corporations and their subsidiaries, the knowledge of their interrelationships, profit developments, and wages and working conditions.** This could include the storing and constant revision of information in electronic data banks.

(2) **The quick transmission of this information to the unions involved in a bargaining situation,** and the co-ordination of policies and strategies employed in individual situations—in other words, the internationalization of domestic bargaining.

(3) **Increasing opportunities for face-to-face meetings with the decision-making management officials of the multinational corporations,** if not for direct bargaining, then for the exploration of issues and agreement on basic policy principles.

(4) **Co-operation of governments in creating and developing institutions** that will permit the removal of existing gaps in laws and regulations, not only at the national, but above all at the international level.

To carry out the intensive and continuing research program that is envisaged, a very radical change in the attitudes and concern of national trade union bodies in relation to the international organizations will have to take place.

Unions—and for that matter governments—are faced with great difficulty in obtaining information on the policies of multinational corporations. Most European trade unions have been able, either by law or by agreement, to exercise considerable influence on decision-making.



Fear of intervention of the multinational corporations in domestic politics led the European unions to press upon their governments the need to assess and reassess their attitudes to multinational corporations. The ambivalence of government attitudes toward the phenomenon of the multinational corporations nourishes mounting tensions in Europe. Typical of the present trend in Europe are undoubtedly the attempts to come to grips with the very elusiveness of the phenomenon, and to bring it under domestic and international law and agreement.

As to collective bargaining goals, the First European Autoworkers' Conference in December 1969 emphasized equalization and standardization of working conditions and fringe benefits. Designated as priorities were security of employment, equal rights for women workers, and trade union rights in the shop.

It is likely that, before the unions come to grips with true international collective bargaining, they will exert their political power to obtain the extension and equalization of labour standards legislation within the possibly widening framework of the European Economic Community.

Stuart Jamieson

Multi-employer bargaining in a widening range of industries has been in operation in British Columbia for almost three decades. Technological changes, improvements in transportation and communications, and broadening of markets and sources of supply have induced a growing concentration in many industries, in fewer but larger

corporate units, Prof. Stuart Jamieson of the University of British Columbia said at the Canadian Industrial Relations Research Institute meeting.

A broader measure of collective bargaining efficiency would be the achievement of a stable and rational means of communication between labour and management and the formulation of means by which the major problems of an industry could be settled, if not entirely solved, without an inordinate amount of conflict and economic loss to workers, employers and the public. Another acceptable measure could be the ability of a union to protect and enhance the interest of its members with greater job security, wage and fringe benefits, and increases in line with those of workers in comparable industries. The achievement of such gains would require not only strength and cohesiveness from the union side, but flexibility on the employers' side, said Mr. Jamieson.

At the same time, there has been a growing integration in corporate ownership over different stages of the production process with a significant increase in multi-industry and multi-product "conglomerates" that operate across national boundaries. Such developments have compelled governments to intervene to a growing degree in economic affairs, including labour-employer relations, to protect the interest of the public. The lumber industry of British Columbia has accounted for a disproportionate share of industrial strife in the province. From 1949 to 1959, the lumber industry accounted for about 10 per cent of the paid labour force, but for about 20 per cent of all strikes; from 1952 to 1959, two protracted strikes alone accounted for more days lost than in all other industries in the province during the decade. The industry did not experience any large or protracted shut-downs during the 60s, but wildcat strikes greatly increased in the 60s. These occurred among a labour force that has been declining in number over the past two decades. One industry-wide shut-down threatened to develop in 1966 that would have involved 6,000 workers.

Sources of conflict may be attributed to the transience of workers, Jamieson stated. Loggers in particular have had a long tradition of militancy and radical ideologies dating back to the days of the International Workers of the World. The lumber industry, like construction, is subject to severe seasonal and often unforeseen and erratic cyclical fluctuations in sales, prices and output, and the uncertainties of foreign markets; sudden change in import quotas, exchange rates and the like; and, finally, rapid technological change in both major branches of the industry. These sources of insecurity, particularly for labour, render it difficult to achieve a rational climate for collective bargaining and administration of agreements. The construction industry appears to be of major importance in affecting workers' attitudes and union bargaining in the lumber industry. Labour in coast lumber compares its position unfavourably also with its counterparts in the pulp and paper industry. Although the former group suffers job insecurity, frequent layoffs and declining employment opportunities, in the long run the latter have generally enjoyed a relatively year-round operation, with a rapid and almost continuous increase in employment, and with favourable prospects for the future.

Where lumber and construction in B.C. have been among the most "strike prone" in the province, pulp and paper has been relatively strike-free. The bargaining policy of unions and employers in the industry has been, usually, to wait until negotiations in coast lumber have been settled with or without a strike, then to settle for roughly the same percentage increase to avoid the cost of a strike. These differences in the two groups of workers have been a major factor inhibiting amalgamation of their respective unions.

New proposed legislation, Bill 22, introduced this spring in the B.C. legislature, provides for certification of employer associations on the same basis as unions, giving them exclusive authority to bargain on behalf of their members. Several union spokesmen expressed the fear that this bill would give an employers' association, in an industry such as lumber, more centralized authority and co-ordination of strategy than the union has been able to secure. A further complication arises from the lack of adequate statistical and other economic research data about the lumber industry both from the provincial and federal Governments. There is no way of getting really accurate, up-to-date estimates of the total number of sawmill operations and of total employment from which to derive accurate calculations of such important items as changes in productivity, hourly earnings, unit labour, capital costs and the like.

This gap, together with the numerous other uncertainties that beset industry, puts collective bargaining in something of a vacuum. The union delegation presents its brief justifying its wage demands on the basis largely of DBS statistics on productivity, hourly earnings, changes in the labour and capital shares of the industry's total revenue, and so on. Spokesmen of the B.C. Employers' Association challenge the accuracy of DBS statistics, but are unable to present reliable estimates of their own because, in this highly competitive industry, the 160-odd member firms—and particularly the larger ones—are unwilling to provide data that they deem "confidential," so the bargaining process develops into a straight power-play. And the provincial Government, by virtue of its control over vital forestry resources and its unusual "residual powers" under prevailing labour disputes legislation, is occasionally able, in effect, to impose a settlement on the parties.

Briefs to the Government

Priority for unemployment

Two briefs—one dealing with the Government's economic policy, and the other with postal transportation in Montreal—were presented by the Confederation of National Trade Unions to the federal Cabinet on March 23. Following the abuse that Michel Chartrand, President of the Montreal Central Council of the CNTU, directed at the Prime Minister and other members of the Cabinet—Postmaster-General Eric Kierans in particular—it was in a somewhat strained atmosphere that the briefs were presented.

CNTU General Secretary Raymond Parent read the brief on postal transportation in Montreal. In the brief, the union laid particular blame on the administration of the postal service as well as on the Minister in charge, Eric Kierans. "For 10 to 11 months each year, the postal service of Montreal and surrounding area runs almost smoothly," declared Mr. Parent. "But during the remaining part of the year, it is partly or completely disrupted, and this has been the situation since 1966! . . . Nobody can deny the employees' competence. They have given ample proof of it on many occasions. They have broad experience, are efficient and hard working . . . Before Christmas they delivered 43,000 postal parcels in one day only and with only 98 trucks, an unprecedented feat of strength . . . it is not the mechanism of postal transportation that creates the problem," but rather "the relations between those who administer the postal services and those who have to do the work."

One aspect of the negotiations that Mr. Parent found "rather unusual and little known" was that the contractor, in 1966, 1968 and 1969, told the truck drivers that before discussing a new collective agreement, he had to obtain an extension of his contracts with Ottawa as well as an increase in the rates paid. "Another odd aspect of these relations was the cancellation or suspension of the contracts by the Communications Minister as a way to exert pressure on everybody. The employees had nothing before them, and not only were they bound to settle current problems, but they were also obliged to put pressure on the Government for the granting of new contracts or the lifting of the suspension."

The memorandum then attacked Mr. Kierans' decision "to divide the Montreal territory into five separate sectors as part of an administration reform . . . for the sake of economy. Mr. Kierans pretends that he could reduce expenses from $4,500,000 in 1968 at Rod Service, and $5,200,000 in 1969 at Lapalme Inc., to $3,200,000 in 1970. The $3,200,000 provided for the four Montreal contractors . . . does not cover all the territory served by G. Lapalme Inc. As a matter of fact, six contracts currently served by G. Lapalme are not included in the $3,200,000 . . . In addition, the $3,200,000 does not include the fringe benefits paid by the Department."

The CNTU pointed out that on January 30, 1970, "after checking with the Québec Department of Financial Institutions, Companies and Co-operative Societies, and with the Secretary of State Department in Ottawa," it was confirmed that no letters patent had been issued in the name of two of the contractors designated by Mr. Kierans, and that a third "had not even filed a petition for incorporation." How can it be explained, asks the brief, "that contracts have been signed with these companies? The decision of the Department was based on its will to smash up a union that it had treated with contempt in the past, but which had nevertheless come out victorious in its open struggles with an administration bent on patronage."

Mr. Parent concluded by stating that, "In this recent manoeuvre of the Post Office Department, **the employees have been told to find employment with other contractors. This simply means that 450 specialists in Montreal's mail**

delivery have been asked to kill their union, so that some of them may continue to earn their living by doing the same work but by losing all their acquired rights. In our opinion, this was acting with inexplicable and profoundly unjust brutality."

Delivering the general memorandum on the Government's economic policy, CNTU President Marcel Pepin asserted that the CNTU believes in the principle of participatory democracy, but that "the effectiveness of such participation appears doubtful when the Government abuses it by using it to justify delays in taking decisions." The brief cites the White Paper on taxation as an example. It expressed surprise that the battle against unemployment and social and regional inequalities had not yet been named the No. 1 priority in Canada.

In its analysis of unemployment, the CNTU emphasized the fact that the unemployment rate, only slightly less than 5 per cent in 1969 compared with 3.6 per cent in 1966, "is far higher than the objective of 3 per cent established by the Economic Council of Canada in its first annual report ..." The CNTU states that "for Eastern Canada, the situation is even more serious when seasonal variations are considered, not to mention the ravages of the unemployment plague in certain categories of the population." Moreover, the CNTU blames the Government for arbitrarily and unilaterally deciding in 1968 to "suspend the winter works program that helped to alleviate unemployment in many municipalities located in depressed areas, without setting in motion a short-term alternative program, and without correcting the problems connected with the winter works program.

Comparing the harm caused to the Canadian economy by work stoppages—justified or unjustified—with that caused by unemployment, the CNTU estimated that between 1964 and 1968, the average annual loss attributable to the former amounted to 5,082,730 workdays, whereas unemployment caused an average annual loss of 80,000,000 workdays. The brief refers to an article in the Montreal newspaper **Le Devoir** of January 24, 1970, that notes: "Unemployment cost the Québec economy 56 times more workdays than did strikes and lockouts in 1969."



Pepin Trudeau

The brief proposes further that the federal Government: (1) get rid of its budgetary surplus by turning it over to the needy provinces; (2) unconditionally turn over to Québec the $200,000,000 collected by the 2 per cent tax known as the 'social development tax'; (3) adopt immediately legislation under which it would guarantee loans made by banks to enterprises situated in the eastern part of the country for expansion projects, and direct the resources of the Industrial Development Bank toward slow-growth regions; (4) ask the Economic Council of Canada to do a study on the measures that could be used to regionalize budget and monetary policy in Canada, taking regional disparities into account; (5) make economic, social and regional inequality a priority in constitutional discussions; (6) guarantee the right to well-paid employment to every citizen;" and (7) initiate a more vigorous drive for full employment through such devices as the investment of public money in private enterprises, and the creation of state-owned enterprises.

Turning to the problem of inflation, the brief stated that the CNTU is very much concerned about the potential danger to the Canadian economy, should there be "an uncontrolled or uncontrollable price rise." The Confederation wondered, however, whether "the phenomenon of inflation has not been exaggerated by making it appear that Canada is in a situation bordering on catastrophe." In its opinion, "Canada appears to be still a long way from catastrophe." Moreover, "the price increase is not a phenomenon peculiar to Canada, and as long as the countries with which Canada trades have the same problem, Canada's competitive position will not be in danger. This, however, hardly weakens the need to try to conserve the purchasing power of Canadians by halting the price spiral." The CNTU supported its contention with figures from the Organization for Economic Co-operation and Development, showing that "from 1964-1968, prices increased 12.1 per cent in the United States, 22.7 per cent in Japan, 14.6 per cent in Canada, 16.7 per cent in Great Britain, and 19.2 per cent in Sweden.

"Admitting for the moment," the brief goes on, "that the inflationary situation really exists to the degree claimed, it can still be asked whether the economic policy of the Government constitutes an adequate and appropriate medicine for current economic ills." But there are other factors, such as the impact of government expenditures on overall demand. "There is no campaign in the business world," says the brief, "orchestrated with more polish and determination than that against increases in public spending." According to the national accounts, the Canadian public sector recorded budget surpluses of $325,000,000 in 1965, $157,000,000 in 1967 and $800,000,000 in 1968. Thus, "although it is generally believed that the public sector is running a deficit because of the deficit budgets at various levels of government, the truth is that, in 1968, the public sector was running its fifth straight surplus ... Consequently it is wrong to claim that inflation in Canada is due to an excessive increase in government spending."

The public sector "has not always been administered in accordance with standards and criteria the taxpayers could trust," the brief points out. The efficiency of the public sector has been badly impaired by the constitutional debates between the federal Government and the provinces. "Certain plans that, under conditions of more wholesome relations between the two levels of government, could have made positive contributions to the productivity of the Canadian economy, have been held up by sterile competition between the federal Government and the provinces, Québec in particular. Programs such as those for training, retraining or manpower mobility will continue to be net losses for the Canadian economy as long as the political and constitutional question remains unsettled. In this sense—that is, in the sense of its present contribution and not its possible contribution to the productivity of the Canadian economy, government spending may be an inflationary factor. The problem of public spending is not one of volume of spending but the efficiency of spending."

The CNTU believes that "the problem of inflation remains essentially a problem of insufficient productivity. Only through an increase in productivity can Canada effectively combat inflation and protect its competitive position on the international markets." The union criticized the federal Government for doing nothing, or very little, about increasing productivity. "How long," asks the Confederation, "will the textile problem be allowed to linger? This is a sector that requires a well-planned program of reconversion and rationalization. When will the Government decide to intervene to rationalize the chemical products sector? When will Canada have an industrial research policy?"

The brief asserts also that advertising "is a parasitic industry, adding nothing to the productivity of the economy, but adding heavily to the sale price of articles." This advertising, the brief continues, is aided and abetted by easy and abusive consumer credit that fattens the "financial sharks." These techniques and practices form an integral part of the capitalist system that "by itself provides some of the inflationary impetus." The brief here refers to the findings of the Economic Council of Canada in its report on competition policy, wherein the responsibility "for discretionary setting of prices for goods and services" is placed mainly on the business and professional communities.

According to the CNTU, **"the entire debate on the problem of inflation is based not on an attempt to find the causes and solutions to the problem, but on a search for a scapegoat." Moreover, the Prices and Incomes Commission "from the beginning held a stereotyped prejudice that visibly hampered its relations with the parent labour bodies; in its view, wages were responsible for inflation."** This is why "the CNTU will not participate in any voluntary management-labour agreement on wages, under the aegis of the Prices and Incomes Commission, as long as there is no guarantee that other forms of revenues will be bound by the agreement."

With regard to the White Paper on Tax Reform, the brief asserts that its proposals constitute progress over the present taxation system, but not an in-depth reform. The CNTU welcomes certain long-sought-after measures, but it views the proposed increase in personal exemptions as insufficient. To take into account the effects of changing Canadian living standards on vital minimum income, it wants a periodic revision of the basic exemption. In addition, the CNTU cannot understand the 51 per cent ceiling on taxes on personal income. In its eyes, "It appears abnormal that a taxpayer earning $15,000, with two dependants under 16, would have to pay $284 more if the White Paper is implemented, whereas the man who earns $20,000 pays only $219 more, and the man who earns $30,000 pays only $112 more."

Moreover, "the CNTU believes in the need to rearrange tax structures at the federal level, with the aim of reducing the volume of indirect taxation that is clearly of a more regressive nature." For example, "according to the 1969 budget estimates, total sales taxes of $1,572,000,000 would represent 15.4 per cent of the Government's revenue. These taxes are of a regressive nature and hurt low-wage earners most." The CNTU, however, deplores the fact "that many important issues discussed in the Carter Royal Commission on Taxation (L. G. 1967, p. 349), such as the administration of the tax system in Canada, have been ignored in the White Paper, and that the Government does not appear to have any intention of tackling them."

Government's reply

Referring to the CNTU's attitude toward the No. 1 priority, Prime Minister Pierre Elliott Trudeau said: **"If we have given priority to the fight against inflation, it is not because we feel there are no other major problems in our society, but because we realize that, if inflation is not brought under control in Canada, the repercussions will be disastrous, not only from a psychological point of view, but also in terms of the general peace and progress of the country."** He added that, although this problem is of primary importance to the Government, "we are not asking anyone to combat inflation at the expense of his own interests; we are simply asking for co-operation at all levels of society."

The Prime Minister suggested that the real fear of the labour world—and with just cause—is that the Government will use the anti-inflationary fight to keep wage earners from obtaining their rightful share." He pointed out however, that, over the past 20 years, there has been a gradual transfer of resources; the profit portion of the national revenue has decreased by 25 per cent, whereas that of wages has increased by slightly more than 17. "It has never been the intention of our Government, or any other Government serving you during the last 20 years, to impede this transfer of resources. The commitments we have obtained from the provincial governments and professional associations will ensure that the fight against inflation is carried on, both at the government level and at the level of insurance, the professions and industry." And "while applying fiscal and monetary measures designed to throttle inflation throughout the country, we have also undertaken specific and effective measures for promoting employment and expansion in underdeveloped areas."



Chartrand Trudeau

Finance Minister Edgar Benson remarked that everyone seems to agree that inflation constitutes a serious problem, but opinions diverge on the question of how to combat it. **"The Government," he said, "has certain**

instruments at its command with which to act, in particular, monetary and fiscal policies that have a tremendous impact on the economy and that can ultimately affect every sector of economic life indiscriminately."

Regional Economic Expansion Minister Jean Marchand then spoke on that part of the brief dealing with regional development. "The policy we are pursuing in this area is relatively complex," he said, "and it would be difficult for it to produce results overnight. When you want to promote development, there is first the whole aspect of planning for the designated areas that should be done in conjunction with the provinces, and then industrial development proper, which we are trying to encourage by means of state grants. We are giving neither gifts nor charity to anyone."

The Department, continued Mr. Marchand, has received upward of 600 applications (for these grants), and to date, 131 have been accepted, a large number of them for Québec. If this is bad policy, I defy anyone to go and tell the workers so. In any case, I am not saying that this is the best policy—there are perhaps better ones, though I did not find any in your brief. I am saying that it is an effort, a way to promote industrial development in regions with low-growth rates. Besides which, you yourselves are calling for us to give more attention to these areas.

"I would like to add that the grants are not limited to private enterprise," said the Minister. "Under the terms of the Act, we could do the same thing in the public sector; and there is nothing to stop us from forming Crown corporations for industrial development. We feel, however, that we multiply our potential influence in the realm of development whenever we succeed, by a simple grant—of a minimal amount let's say—in generating maximum investment."

I think there is some truth to the statement in your brief that **the across-the-board application of anti-inflationary measures has an even more harmful effect on underdeveloped areas, but it is precisely these effects that we are trying to combat with our regional development policy of not giving money to those areas with inflation, but of giving amply to those areas where there is deflation and a lack of development."**

Labour Minister Bryce Mackasey noted the presence of Miss Huguette Plamondon amongst the CNTU delegation. "The presence of women in the field of industrial relations is of major importance," he said, "and it is imperative that women's rights be better protected by appropriate legislation." He indicated that his Department was in the process of introducing a number of major changes in Canadian labour laws, particularly with regard to working standards and industrial relations.

"I am always pleased," said the Minister, "to receive your criticisms, comments and recommendations, Mr. Pepin, as well as those of your officers. As far as matters of industrial relations go, this is the only way in which we can act and legislate in the real interests of the Canadian people."

Mr. Pepin's reply

In his reply to the Government, the CNTU President said that he wanted to make a new proposal that was not directly contained in the general brief. He called for the immediate abolition of the Prices and Incomes Commission and its replacement by a full-employment commission. And he again called for the establishment of the Canada Development Corporation.

Mr. Trudeau

Responded the Prime Minister: "The question is this: **if we do not fight inflation, if, due to the benefits, wages and earnings sought from industry, production costs continue to rise, we will no longer be able to compete with foreign products, even on the Canadian market; and if this occurs, there would be very considerable unemployment and an economic crisis that would effect not only the workers, but the entire population.** The government's position is that we fight inflation because it is a cause of unemployment and because, in addition, it inflicts considerable misery and difficulty upon all persons with fixed incomes."

The Prime Minister next called attention to a passage in the brief in which the CNTU asserted that nothing had really changed since his Government came to power. "A great deal of change has taken place in a number of fields" he said, and he went on to list some of these changes.

Mr. Pepin concluded by saying, "The statement that 'nothing has really changed' is perhaps to a certain extent a disagreeable one to have to make, but as you must realize, the changes that you mention scarcely affect the unemployed, as they are still without work, and the number of unemployed has been steadily rising in recent years; thus, as far as they are concerned, it certainly seems as if nothing has really changed."

Improving world living and working conditions



New standards designed to improve world living and working conditions were set by the International Labour Organization at its 54th annual conference, held at Geneva from June 3 to June 25.

The conference passed a resolution calling for ILO action on trade union rights and their relationship to civil liberties. It adopted also a Convention and a Recommendation concerned with the fixing of minimum wages—a plan whereby persons earning unduly low incomes in developing countries might be provided with additional security.

The groups of wage earners to be covered would be determined by competent authorities in each country, after they had consulted with the representative organization of employers and workers concerned. Among the factors to be considered in determining minimum wages would be the needs of workers and their families.

The conference adopted a new Convention concerning annual holidays with pay. It would apply to all employed persons with the exception of seafarers. Members can ratify it separately for agricultural workers alone, or for non-agricultural workers, or for all categories. The Convention states that annual paid holidays shall not be less than three working weeks after one year of service.

Another Recommendation adopted by the conference concerned special youth schemes that meet the employment and training needs of unemployed and uneducated young people, and that also help those with special qualifications. The conference proposed protection for workers' representatives of trade unions from prejudicial acts, in particular, dismissal, based on their status or activities as workers' representatives, or on union membership or participation in any union activities.

The conference asked that priority be given to aid for developing countries through educational, training and information activities, and through co-operation with national safety and health organizations. The conference decided to use the $72,600 Nobel Peace Prize money, awarded to the ILO, to finance a periodic award to institutions or persons making an exceptional contribution to social progress.

Other resolutions passed called for: freedom of speech for non-governmental delegates at ILO meetings; additions to lists of occupational diseases; workers' education and the promotion of educational institutions in developing countries; co-ordination of current projects and experiments to avoid discriminatory practices in the

employment of older persons; a study of methods for continuous vocational training or re-training to adapt workers to technological changes, and an examination of the effects of certain pension schemes on employment for older workers.

The conference voted a $700,000 subsidy toward the $5,000,000 budget of the ILO's International Centre for Advanced Technical and Vocational Training at Turin, Italy, for 1971. Resolutions concerning violation of freedom of associations in Greece and the social problems raised by multi-national businesses, both of which were recommended by the resolutions committee, were not accepted by the conference because there was no quorum. A resolution concerning the examination by the ILO of the labour and trade union situation in Spain also failed to obtain the necessary majority in the resolutions committee and was not adopted by the conference. Resolutions that were not considered by the resolutions committee were those concerning: workers' use of spare time; living and working conditions of foreign workers; the request for the right of reply of representatives of member states attending the ILO Governing Body as observers; and trade preference and external aid for developing countries.

In its spring session before the conference opened, the Governing Body of the International Labour Office authorized the ILO to publish a safety and health code for building and civil engineering. The code supplements international standards dating from 1937, and covers many aspects of the modern construction industry. It is intended to give guidance to those—including public authorities and management—who are concerned with the framing of safety and health provisions. The Governing Body authorized the ILO to publish a Code of Practice for the construction of electric elevators, thereby replacing recommendations made in 1949. The updated code was compiled jointly by the ILO and the International Committee for Lift Regulations.

In accordance with the usual practice, the conference set up a tripartite committee to examine the application by member states of ILO Conventions and Recommendations. The main purpose of this committee is to see that the standards adopted by the conference since 1919 are implemented at the national level. The committee examined replies from 65 governments, together with comments made by an independent committee of experts concerning the difficulties of application.

Together with the Government concerned in each case, the committee sought a satisfactory solution to the problems raised on such matters as the working conditions of children, labour inspection and forced labour. As a result of such discussions, between 50 and 100 cases of progress in national law and practice are noted each year. The committee welcomed the new procedure of direct contacts between ILO representatives and certain Governments, because these contacts helped to overcome difficulties. And it urged that new measures be taken to ensure greater participation by employers and workers in an effort to improve working and living conditions through better implementation of international labour standards. **Ratifications of ILO Conventions now total 3,668, including 54 ratifications registered during the 1970 conference session.**

Simeon Olujimi Koku, Permanent Secretary of the Nigerian Federal Ministry, was elected Chairman of the Governing Body of the International Labour Office at the conference for a one-year term. He succeeded Hector Gros Espiell of Uruguay. Gullmar Bergenström, Director of the Swedish Employers' Confederation, and Chairman of the Executive Committee of the International Organization of Employers, was re-elected Employers' Vice-Chairman of the Governing Body. Joseph Morris, Executive Vice-President of the Canadian Labour Congress, was re-elected Workers' Vice-Chairman. ILO Legal Adviser Francis Wolf was named Assistant Director-General.

Attended by more than 200 delegates, the conference was under the chairmanship of Hector Gros Espiell. Conference President was V. Manickavasagam, Minister of Labour for Malaysia. The other officers of the conference were: I. Pacuraru, Deputy Minister of Labour for Rumania, Government Vice-President; Frank Bannerman-Menson, Chief Executive of the Ghana Employers' Association, and a member of the ILO Governing Body, Employers' Vice-President; and Gabriel Fogam, General Secretary of the West Cameroon Trade Union Congress, and member of the ILO Governing Body, Workers' Vice-President.

Price indexes

Consumer, June

The consumer price index rose 0.2 per cent to 129.9 in June from 129.6 in May, and was 3.2 per cent higher than in June 1969—the lowest rate of increase for any consecutive 12 months since the Spring of 1967.

The food index rose 0.5 per cent to 130.9 from 130.3, mainly because of higher prices for vegetables and fruits. Increases of 10 per cent or more were recorded for potatoes, tomatoes, celery, turnips and grapefruit. Among staple goods, sugar and ground coffee prices were higher. There was a slight decline in the price of instant coffee. It has risen only 3.3 per cent in the past year, compared with an increase of 14.8 per cent in the price of ground coffee. In the meat, fish and poultry component, prices were lower for most pork items and for turkey. Chicken prices rose 2.1 per cent. The price of beef increased by 1.2 per cent, but it was still 5.3 per cent lower than a year ago. Egg prices continued to decline fractionally. The food index for June was 2.4 per cent higher than a year ago, with the price level of food consumed at home up 1.3 per cent, and restaurant meat prices up 7.3 per cent, over the twelve-month period.

The housing index rose 0.2 per cent to 130.7 from 130.4 and was 4.8 per cent higher than in June 1969. Higher rents, mainly in Montreal, contributed to most of the 0.3 per cent increase in the shelter component. The home-ownership index moved up 0.1 per cent. In the household operation component, which rose 0.3 per cent, the most important increases were in the prices of furniture, electricity and utensils. Appliance prices decreased 0.2 per cent to a level of 1.1 per cent below the same month a year ago.

The clothing index moved up 0.1 per cent to 126.9 from 126.8, and was 1.6 per cent above the level of a year ago. A decline of 0.5 per cent in the price of women's wear was offset by increases of 0.6 per cent in the prices of men's wear and clothing services, and smaller increases for footwear and children's wear.

The transportation index rose 0.2 per cent to 125.1 from 124.8 and was 3.7 per cent higher than a year earlier. As a result of seasonal increases in rail and bus fares, the travel element advanced 3.1 per cent. The health and personal care index was unchanged at 139.8, and was 4.2 per cent above the level of a year ago. The recreation and reading index rose 0.2 per cent to 130.3 from 130.1. Higher newspaper subscription rates in Vancouver raised the reading component 1.1 per cent. Lower prices for radio and television sets outweighed some high prices for sports equipment and were responsible for the decline of 0.3 per cent in the recreation component. The tobacco and alcohol index, at 126.5, was unchanged, and was 0.6 per cent higher than in June a year ago.

City consumer, June

The consumer price index (1961 = 100) increased in all ten regional cities and city combinations, with increases ranging from 0.1 per cent in Halifax to 0.8 per cent in Ottawa. Higher prices for fresh produce and increased shelter costs, were mainly responsible for the increase in food and housing indexes in eight cities.

Clothing components moved up in six cities and declined in four. The transportation index rose in most cities reflecting seasonally higher rail fares and increased inter-city bus fares in several centres. Components for health and personal care and for recreation and reading registered mixed movements; tobacco and alcohol indexes remained unchanged in all cities except Halifax where there was a decline of 0.2 per cent.

Regional consumer price index point changes between May and June were: Ottawa +.8 to 128.4; Montreal +.5 to 125.0; Saint John +.4 to 124.1; Edmonton-Calgary +.4 to 125.2; St. John's +.3 to 122.2; Vancouver +.3 to 123.8; Toronto +.2 to 127.8; Winnipeg +.2 to 127.6; Saskatoon-Regina +.2 to 122.5; Halifax +.1 to 125.3.

Wholesale, June

The general wholesale index (1935-39 = 100) moved down 0.7 per cent in June to 286.2 from the May index of 288.2, and was 0.5 per cent higher than the June 1969 index of 284.7. Five of the eight major group indexes were lower, and three advanced.

The non-ferrous metals products group indexes declined 2.7 per cent to 281.0 from 288.9, reflecting lower prices for refined copper (export sales), silver, and tin. A decline of 1.3 per cent to 325.5 from 329.8 in the animal

products group index reflected price decreases for livestock, fresh meats and eggs. The vegetable products group index declined 0.9 per cent to 237.2 from 239.3 on lower prices for grains, livestock and poultry feeds, fresh fruits, and tea, coffee and cocoa. There were slight decreases in the indexes of iron products to 306.2 from 307.0, and textile products to 257.3 from 257.7.

The chemical products group index increased 0.4 per cent to 225.3 from 224.5 on higher prices for soaps and detergents. The wood products group index advanced slightly to 378.1 from 377.5, with higher prices for lumber offsetting declines in newsprint and wood pulp which were affected by movements in the exchange rate for U.S. dollars. Non-metallic minerals increased slightly.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 1.6 per cent to 274.4 from 278.9 in the three-week period May 29—June 19. The animal products index declined 2.5 per cent to 352.6 from 361.7. The field products index was unchanged at 196.1.

U.S. consumer, June

The United States consumer price index (1957-59 = 100), increased 0.4 per cent to 135.2, both before and after adjustment for normal seasonal changes. This compares with an average of 0.5 per cent, seasonally adjusted, in the February-May period. The index is 6 per cent higher than in June a year ago, with the largest increase being in various services.

Items such as mortgage interest rates, property taxes and property insurance, showed a much smaller increase than usual; other services such as transportation and medical care continued to rise.

Food prices rose 0.2 per cent but the rise is usually much greater than that in June. As a result the seasonally adjusted food price index declined for the first time in two years. Among items that rose noticeably in June were used cars, apparel and the cost of buying a house.

Based on the June index, about 114,000 workers will receive upward "cost of living" adjustments in their wages.

British retail, April

The British index of retail prices (January 16, 1962 = 100) was 139.1 at April 21 compared with 137.0 at March 17 and 131.7 at April 22, 1969.

The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 157.2; for all other items of food it was 136.7. A large advance in the average price of potatoes, and smaller increases in the average prices of bread, lamb, beef, sweets and chocolate, tomatoes and some other vegetables and apples, were partly offset by a decrease in the average price of cauliflower. The index for the food group as a whole was 140.1 compared with 137.6 in March. The index for foods, the prices of which show significant seasonal variations was 157.2 compared with 147.7 in March.

In the housing group there were rises in the average levels of rents of local authority dwellings, of rates and water charges in England and Wales, and of charges for repairs and maintenance of dwellings. The index for the housing group as a whole was 157.9 compared with 152.2 in March.

There were rises in the average levels of prices of most articles of clothing and footwear and the index for the group taken as a whole increased to 122.5, compared with 121.7. As a result of increases in the average levels of prices of most items included in the durable household goods group, the group index rose to 124.8 compared with 122.7.

As a result of an increase in the average level of prices of second-hand cars, the index for the transport and vehicles group as a whole rose to 128.9 compared with 127.5.

Because of increases in the prices of many newspapers, including national daily papers, and of many other items included in the miscellaneous goods group, the index for the group as a whole advanced to 141.4, compared with 137.7.

There were increases in the average levels of charges for services such as dry cleaning, laundering, hairdressing and shoe repairing, and the index for the services group as a whole rose to 150.8, compared with 149.5.

Spare time activities—a key to retraining

The spare time activities of older individuals can be relevant to their success or failure on a training course, according to a report by R. D. Mottram, Head of Management Research at the Industrial Training Research Unit of University College (London), Cambridge, England. Mr. Mottram's report points out that the difficulty experienced by older trainees is often expressed in terms of the mind becoming "rusty through lack of use." This explanation is less accurate, however, than the concept of "behavioural load." This is described as "a combination of the difficulty and complexity of the information presented in relation to constraints on the behavioural output, and to the behavioural capacities of the individual."

The report explains that the usual training situation tends to increase the individual's behavioural load by presenting him with new, difficult and complex information. With age and experience, the older worker has acquired a stock of ready-made responses to situations. He can rely more on recognizing familiar situations and groupings of information. One of the temptations of aging is that the older person may try to avoid new situations where he may need to process new and complex information. The younger person still bears a heavier behavioural load. He is more involved in acquiring and processing experience, and in building up his repertoire of recognition patterns and ready-made responses.

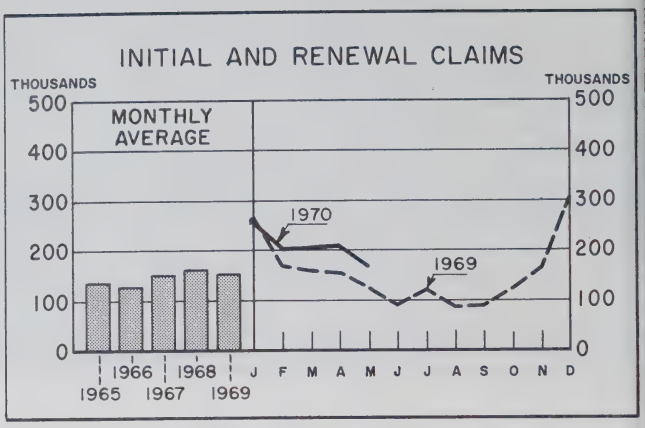
The objective of the study described by Mr. Mottram was to see if training performance could be predicted according to the following hypotheses: that the predictive validity of intelligence tests and biographical data differs between older and younger trainees; that a classification of an individual's spare time interests into those requiring active mental participation and those of more passive character will predict trainability for older, but not younger trainees; that this classification will be independent of intelligence for older trainees at least; and that the relationship between spare time interests and training performance will be modified by the nature of the trainee's occupational history.

The exploratory study included three different groups of trainees: government training centre trainees, aged 30 to 54, who were engaged in different trade courses; technical college trainees, including apprentices and older men; and college of education teacher trainees. Training performance was indicated by a simple classification of success or failure. In the case of the technical college and college of education courses, classification was made by dividing the trainees into above- and below-median examination result categories. **Among the older trade trainees at the government training centre, 61 per cent of those with active spare time interests were successful, while only 12.5 per cent of those with passive interests succeeded.**

According to the report, what the younger trainees do in their spare time does not yet affect their trainability; for the older trainees, neither their educational nor occupational history have required them to exercise their faculties sufficiently to maintain their capacity to deal with new and complex information. In their case, what use they had made of their spare time was relevant to their trainability. The results among the technical college and college of education trainees indicated further confirmation of the ideas presented on age and capacity to learn, and were in line with the hypotheses presented.

Mr. Mottram concludes by quoting Dr. R. Meredith Belbin, Director of the Industrial Training Research Unit and Dr. Belbin's wife, Dr. Eunice Belbin, who summed up the situation as follows: **"The man who is aging in the psychological sense is becoming less perceptive of his environment, and more involved in his internal world and with his own preconceptions and fixed attitudes. He falls back on what he already knows, and shuns what is new, and is therefore unlikely to be a potentially good trainee.** It would seem that, depending on the individual's occupational history, this condition can be usefully diagnosed by a study of the individual's voluntary spare time activities. Such a diagnosis appears to be a good predictor of his success in a training school."

Unemployment insurance report



Claims filed in Canada during May 1970 totalled 166,418, a decrease of 42,444 or 20 per cent from April 1970 but an increase of 41,077 or 33 per cent over May of last year. The decrease in claims in May from April can be attributed to seasonal increases in employment opportunities whereas the increase in the number of claims in May compared to the same month of last year is a result of the generally higher levels of unemployment this year.

Compared with April, claims decreased in all provinces except British Columbia where initial and renewal claims increased 26 per cent and 16 per cent respectively. Decreases in total claims filed exceeded 40 per cent in Prince Edward Island, Nova Scotia, New Brunswick and Saskatchewan. Compared with the same month one year ago the total number of claims was higher in all provinces except those in the Atlantic region where decreases of 1 per cent to 16 per cent occurred. Of special note are the large increases of 154 per cent and 173 per cent respectively in initial and renewal claims in British Columbia over the same month of last year.

Claimants for unemployment insurance totalled 505,411 at the end of May 1970, a decrease of 27 per cent over the previous month but an increase of 66 per cent over May of last year. Compared with the end of April the total number of claimants decreased in all provinces by 4 per cent to 67 per cent. Decreases in the male claimant count were relatively greater than the equivalent female decreases in all provinces excepting British Columbia where the male claimant count increased by 5 per cent while the female count decreased by 23 per cent.

Compared with May 30 of last year the number of claimants this year was greater in all provinces by a minimum of 19 per cent. The most notable increases occurred in Alberta and British Columbia where male claimant counts were 130 per cent and 179 per cent higher than last year. On May 29, 1970 the proportion of claimants receiving benefit for 27 weeks or more was nearly twice the proportion indicated at the end of the same month last year. In each of the Atlantic provinces, Québec, Ontario and Saskatchewan, 45 per cent or more of the claimant population was on claim at least 14 weeks at the end of May.

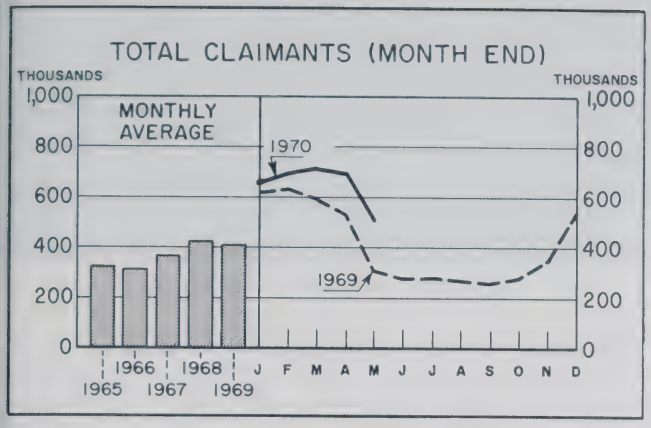
The average weekly estimate of beneficiaries was 529,600 during May, 6 per cent greater than the 513,100 beneficiary estimate of April and 25 per cent greater than the 423,400 beneficiary estimate of May 1969. For these three dates respectively, benefit payments totalled $74,400,000, $81,000,000 and $52,800,000; average benefit payments were $35.13, $35.08, and $31.20, respectively.

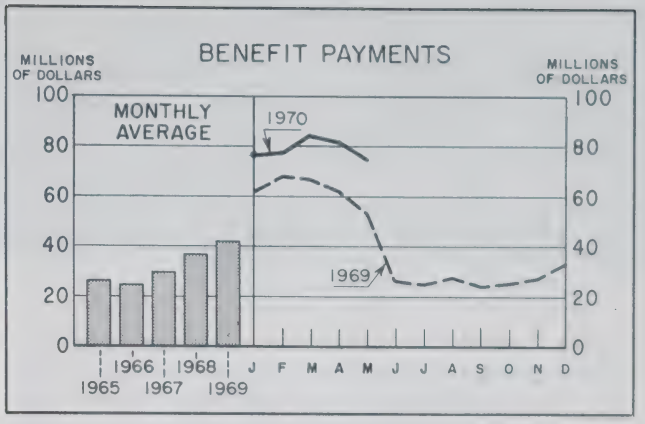
Seasonal benefits

Of the initial claims processed during the December 1969-May 1970 period, 43 per cent were considered for seasonal benefit. Although there was relatively higher unemployment during this seasonal benefit period than the one of last year, there was no significant change in this proportion over the two periods. The proportion was the highest in the Atlantic region where it exceeded 50 per cent in each province.

Higher levels of unemployment this year were reflected in the 6 per cent increase in number of seasonal benefit periods established as compared with last year. This increase resulted from a 7 per cent increase in non-fishing claims. Fishing claims, which accounted for 7 per cent of all claims, decreased by 5 per cent compared with the 1968-69 seasonal benefit period.

As a result of seasonal factors that limit employment, the heaviest volume of claims occurred in December and January. A secondary peak can be noted in April





Summary Table

Activity	May 1970	April 1970	May 1969	Cumulative Data: Jan. to May 1970	Cumulative Data: 12 months ending May 1970
		(in thousands)			
Insured population at end of month	—	5,719	5,414	—	—
Initial and renewal claims filed:					
Total	166†	209	125†	1,045	2,025
Initial	126†	158	96†	796	1,519
Renewal	41†	51	30†	249	506
Claimants currently reporting to local offices	505**	691	305**	651*	459*
Beneficiaries (weekly average)	530	513	423	534*	332*
Weeks compensated	2,118	2,309	1,694	11,197	17,020
Benefit paid	$74,396	$81,008	$52,849	$378,556	$582,735
Average weekly benefit	$35.13	$35.08	$31.20	$33.81	$34.24

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.
** Seasonal benefit is not payable in respect of unemployment occurring after mid-May, hence in total, April and May are not comparable.

that might be attributed to the exhausting of regular benefit periods established earlier in the winter and consequent establishment of Type B seasonal benefit. Claims established in the months of December, January and April accounted for 61 per cent of all claims established.

The average number of seasonal benefit claimants for the period was 155,700 an increase of 7 per cent over the average of 136,100 for the 1968-69 seasonal benefit period. At the end of March 1970 the number of seasonal benefit claimants reached a high of 194,400. Of this total 29 per cent were female and 10 per cent were classified as fishing claimants.

As in the 1968-69 period, nearly 24 per cent of the reporting claimants were classified as seasonal during the 1969-70 period. As might be expected, the proposition of seasonal claimants compared with all claimants rose with each succeeding month of the benefit period; at the end of April, not less than 20 per cent of the claimants in each province were classified as seasonal. Ninety-five per cent of all fishing claimants in the present benefit period were reported from the Atlantic provinces and British Columbia. In these provinces fishing claimants accounted for 30 per cent of the total claimant population during the benefit period.

Legal decisions

On the grounds that damages are an adequate remedy, a judge of the B.C. Supreme Court has refused to grant an interim injunction, and has urged a speedy and definitive settlement of such cases by trial. In Ontario, the Court of Appeal has ruled that, after giving notice of its intent, an arbitration board may resort to research material outside of that supplied by the parties to the arbitration.

British Columbia Supreme Court

Before Mr. Justice Kirke Smith, a company applied for an interlocutory injunction against a union that represented a large majority of its employees who were on legal strike. There had been picketing at the company's plant, but the company had alleged that only one incident, involving intimidation of non-striking employees, had occurred several weeks before the company applied for the injunction. Mr. Justice Smith stated that the evidence by no means established "the strong prima facie case required of an applicant for a form of relief that, despite its frequent invocation by both employers and employees in recent times, remains, and should remain, an extraordinary remedy."

Dealing with the remaining complaints of the company, Mr. Justice Smith found that intermittent picketing on the premises of a trucking firm whose services were used in the distribution of the company's products was legitimate, because these premises had become a place of company operations within the meaning of the B.C. Trade-unions Act. He saw no clear reason for enjoining unlawful persuasion of retail outlets that normally sold the company's products, because there was no threat that these acts would be repreated. In one instance, the retail outlet was receiving the products on a consignment basis, and so was an agent of the company; persuasion in this case was completely legal.

As for evidence of sabotage and damage at and around the company's plant, Mr. Justice Smith accepted the assurance of the union's officials that the union netiher encouraged nor condoned such acts, and that steps were being taken to ensure against "childish behaviour." He said that individual irresponsibility should not, in such circumstances, be made the object of a mass injunction; in the absence of clear collective responsibility, he refused to grant an injunction.

Concerning a company complaint that its management and supervisory personnel were being persistently followed, the only evidence was that such personnel driving rented trucks loaded with goods at the company's plant were being followed. There was neither picketing nor obstruction of these vehicles. Mr. Justice Smith did not consider it illegal for legally striking employees, in circumstances such as these, to peacefully and in an open manner obtain information about the destination of their struck employer's inventory.

On the merits of these complaints, Mr. Justice Smith was inclined to dismiss the application for an injunction. This he did, but on the much broader and all-embracing grounds that damages would be a reasonable and adequate remedy for the company.

"I fully realize," he said, "that I am here treading upon dangerous and comparatively virgin ground; I confess to being unrepentently unimpressed by precedents drawn from decisions based on the completely different social and economic conditions that prevailed a century, or even a half century, ago. Today the average union, in conjunction with its senior officiers, who are usually joined as defendants in actions such as this, has financial resources reasonably comparable to those of its adversaries, at least on a short-term basis. There is no reason why the majority of lawsuits such as this one, given a judicial spur toward speedy trial, cannot be brought to trial within a comparatively few weeks.

"The result of granting, in anything but the clearest possible case, the interim injunction inevitably sought is to give to the applicant, be it union or company, the main relief sought in the action on a necessarily ad hoc basis and, in the majority of cases in which that relief is sought, to effectively guarantee that there will never be a trial of the issues and a clear-cut disposal of those issues after a full and comprehensive hearing."

Therefore, when the "irreparable damage" claimed by a plaintiff is reasonably ascertainable in dollars, when the dollar total is not astronomical, and when a trial can be, and should be, expedited, Mr. Justice Smith would insist that there be a trial. In the case at bar, the company's inventory was not perishable and was worth about $75,000. If the union's strike tactics were successful, this inventory might not be moved before a trial, which could reasonably be scheduled to commence in four months time. Mr. Justice Smith was of the opinion that the computation of damages flowing from four months delay would be less demanding than that normally faced by any judge in a personal injury case.

"I do not wish to be understood as encouraging outright illegality or defiance of the law by picketing unions," he added. "In cases of clear violation, of obvious flouting of known and unambiguous legislative restraints, the interim injunction will remain the remedy available to those who seek it. I say only that, in labour matters in particular, when the wrong alleged by the plaintiff is a question of some doubt, not crystal-clear, and when the other factors that I have mentioned come into play, an early trial will result in a much speedier and more definitive disposition of the matters in issue." The application for an injunction in this case was dismissed. **Skyway Luggage Company v. Upholsterers International Union, Local No. 1, et al.,** decided May 26, 1970, (unreported).

Ontario Court of Appeal

On appeal, the trustees of the Ottawa Civic Hospital sought an order by way of certiorari to quash the award of an arbitration board between the trustees and a local of the Canadian Union of Public Employees. The trustees claimed that the board had failed to afford natural justice. The question was whether or not the board was obliged to give to the parties to the arbitration notice of its intention to use material researched by itself and not derived directly from the parties, and to afford them an opportunity to argue with respect to this material and submit further material.

The judge before whom this case first appeared found that the affidavits regarding what actually happened before the board were in conflict, and he decided that a court should act only on uncontradicted evidence. Disagreeing with this, the Court of Appeal held that, in the absence of unequivocal proof that there had been a failure of natural justice, there was sufficient ground for refusing the trustees' application for certiorari.

Concerning the essential point for consideration, however, the Court of Appeal found that there was no conflict in the affidavit evidence. On the union's behalf, it was stated that, at the close of the arbitration hearing, the chairman of the arbitration board had indicated that the board intended to review and study any further statistical material that would assist it in reaching a decision. The trustees' affidavit did not deny this; moreover, it did not appear that any objection was made by the trustees when the board made its intention known, or that any request was made either for information about what the material might be or for an opportunity to re-appear before the board with respect to the further material. Given these circumstances, the Court of Appeal held that the trustees could not complain that the procedure adopted by the board demonstrated failure to afford natural justice.

As additional ground for refusing to grant the trustees' application for certiorari, the Court of Appeal pointed out that the further material resorted to by the board was from publicly known government sources that supplemented the material supplied by the parties to the board. The board had complained about the fragmentary nature of the material submitted by the parties so, in the Court of Appeal's view, it was natural that the board should look to such further material, just as regular courts of law take judicial notice of well-known public information.

The Ontario Hospital Labour Disputes Arbitration Act, under which the board in this case was created, provides that a board of arbitration remains seized of, and empowered to deal with, all maters in dispute between the parties until a collective agreement is in effect. The Court of Appeal therefore noted that the trustees might have made some kind of request to the board before applying to the courts for the extraordinary remedy of certiorari. In this way, the courts would be assured that the trustees' request had been refused and, if there was real ground for complaint, that resort to the courts was necessary.

The Ontario Court of Appeal found that there had been no failure of natural justice, and it dismissed the application for an order to quash the arbitration award. **The Trustees of the Ottawa Civic Hospital v. the Canadian Union of Public Employees, Local 576 et al.,** decided March 2, 1970, 70 CLLC, para. 14,021.

Conciliation before the minister of labour

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

McKinlay Transport Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880 (Conciliation Officer: K. Hulse).

Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada (Conciliation Officer: K. Hulse).

McKinlay Transport Limited, Milton, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: K. Hulse).

Rio Algom Mines Limited (Nordic Mine and Quirke Mine-Office and Technical Workers) Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and the International Union of Operating Engineers, Local 796 (Conciliation Officer: T. B. McRae).

Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (Conciliation Officer: G. R. Doucet).

Settlements by conciliation officers

J. B. Baillargeon Express Limited, Montreal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 659).

Montreal City and District Savings Bank, and the Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 659).

Inspiration Limited (Mining Services Division) Edmonton, Alta., and United Steelworkers of America, Local 7288 (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 584).

The Upper Ottawa Improvement Company, Ottawa, Ont., and International Woodworkers of America (Conciliation Officer: K. Hulse) (L. G., Aug., p. 584).

B. C. Air Lines Limited (Pilots), Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 584).

B. C. Air Lines Limited (Air Engineers, Mechanics and Allied Trades) Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (L. G., July, p. 504).

The Shipping Federation of Canada, Inc., Port of Halifax, and International Longshoremen's Association, Local 1341 (Conciliation Officer: C. A. Odgen) (L. G., July, p. 504).

Robin Hood Flour Mills Limited, Montreal, Qué., and le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Les Minoteries Phenix Limitée, Montreal, Qué., and le Syndicat National des Employés des Minoteries Phenix (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Ogilvie Flour Mills Co. Limited, Montreal, Qué., and le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Les Moulins Maple Leaf Ltée., Montreal, Qué., and le Syndicat National de la Meunerie Maple Leaf Limitée (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Canadian Coachways (Alberta) Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (Conciliation Officer: D. H. Cameron) (L. G., July, p. 505).

The Shipping Federation of Canada, Inc., Port of Saint John, and International Longshoremen's Association, Local 1764 (Conciliation Officer: C. A. Ogden) (L. G., June, p. 438).

Imperial Roadways Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel) (L. G., May, p. 369).

National Harbours Board, Port of Montreal and National Syndicate of Office Employees of the Port of Montreal (CNTU) (Conciliation Officer: S. T. Payne) (L. G., April, p. 310).

Conciliation boards appointed

National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (L. G., Aug., p. 584).

Buffalo and Fort Erie Public Bridge Authority, and General Truck Drivers' Union, Local 879 (L. G., Aug., p. 584).

C. P. Rail (Atlantic, Eastern, Prairie and Pacific Regions, including Québec Central Railway) and Brotherhood of Locomotive Engineers.

Canadian National Railways (Atlantic, St. Lawrence and Great Lakes, Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers.

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Union, Local 31 (L. G., Aug., p. 584).

Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13173 (see above)

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers' Union (representing Captains and Engineers) (L. G., Sept., p. 660) was fully constituted in July with the appointment of A. C. Dennis, Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Leo Bouvier and union nominee Victor McManiman, both of Montreal.

The Board of Conciliation and Investigation established in June to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Sept., p. 660) was fully constituted in July with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert H. McKercher, Q.C., Saskatoon, and union nominee Gordon McCaffrey, Ottawa.

The Board of Conciliation and Investigation established in June to deal with a dispute between Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213 (L. G., Sept., p. 660) was fully constituted in July with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. McD. Sparks, Hampstead, Qué., and union nominee Murray Cotterill, Winnipeg.

The Board of Conciliation and Investigation established in May to deal with a dispute between Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (L. G., Aug., p. 585) was fully constituted in July with the appointment of J. C. Pelech, Hamilton, as chairman. Mr. Pelech was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee André Belisle and union nominee J. C. Weldon, both of Montreal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. (dispatchers and crew clerks) and United Transportation Union (L. G., July, p. 506) was fully constituted in July with the appointment of Jacques St. Laurent, Québec City, as chairman. Mr. St. Laurent was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Pierre Dessaulles, Montreal, and union nominee F. M. Sheahan, St. Lambert, Qué.

Conciliation board reports received

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L. G., July, p. 506) (Full text appears in Supplement No. 6, 1970).

La Cie Transol Inc., Québec City, and Local 1141, Canadian Union of Public Employees (L. G., Aug., p. 586) (Full text appears in Supplement No. 5, 1970).

Settlements reached before conciliation boards

West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., July, p. 506).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (L. G., Aug., p. 586).

Central Mortgage and Housing Corporation (St. Georges Gardens Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la SCHL (CSN) (L. G., Aug., p. 585).

Settlement reached before board fully constituted

Les Services Ménagers Roy Ltée., Montreal, Qué., and le Syndicat général du cinéma et de la télévision (CSN) (L. G., June, p. 439).

Settlements reached after board procedure

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., Sept., p. 660).

Canadian Pacific Railway Company (British Columbia Coast Steamship Service), Vancouver, and Seafarers' International Union of Canada (L. G., Aug., p. 586).

Canadian National Steamship Company Limited—S.S. "Prince George," Vancouver, and Canadian Merchant Service Guild (L. G., Aug., p. 586).

Strike action

Albert G. Baker Limited; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Montreal, and International Longshoremen's Association, Local 1958 (Strike commenced July 2) (L. G., Sept., p. 660).

Active Cartage Ltd. (Toronto and Fort Erie Terminals) and General Truck Drivers' Union, Local 879; General Truck Drivers' Union, Local 938 (Strike commenced July 13 and terminated July 27) (L. G., Sept., p. 660).

Certification before the CLRB

The Canada Labour Relations Board met for three days during July. It granted 10 applications for certification, rejected three such applications and ordered a representation vote in revocation proceedings. It allowed the withdrawal of five applications for certification, granted one request for review of an earlier decision, and one application for revocation. During the month the Board received seven applications for certification and eight requests for review of earlier decisions.

Application for certification granted

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of K.N.R. Truck Lines Ltd., Vancouver, B.C., working in and out of Vancouver-Burnaby, B.C. area. (L. G., July, p. 507). The General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America had intervened.

United Steelworkers of America on behalf of a unit of employees of Agnew Lake Mines Limited, Espanola, Ont. (L. G., Aug., p. 583).

Amalgamated Transit Union, Division 107, on behalf of a unit of employees of Charterways Co. Limited, Mississauga Transit System, Mississauga, Ont. (L. G., Aug., p. 583).

Transportation-Communication Division, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Canadian Pacific Air Lines, Limited, Vancouver, B.C. (L. G., Aug., p. 583).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of E.G.M. Cape & Company Ltd., Vancouver, B.C., employed in the Yukon Territory (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of K & R Transport Ltd., Edmonton, Alta. (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Hunt Transport Ltd., Burnaby, B.C., employed at the Burnaby, B.C. terminal (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Hunt Transport Ltd., Burnaby, B.C., employed at Edmonton and Calgary (L. G., Aug., p. 583).

Syndicat des Journalistes de Montréal Inc. (CSN), on behalf of a unit of employees of Radio Laurentides Inc. Saint-Jérôme, Qué. (CKJL) (L. G., Sept., p. 658).

Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Harvie Wilkening, operating under the name of Harv Wilkening Transport, Regina, Sask. (L. G., Sept., p. 658).

Applications for certification rejected

Local 662, Hotel and Restaurant Employees' and Bartenders' International Union, applicant, Canadian Forces Exchange System (C.F.E.S. Canex), Halifax, N.S., respondent (employees Main Cafeteria, H.M.C. Dockyard, Halifax), and the Attorney General of Canada, on behalf of Her Majesty the Queen in Right of Canada, intervener, (L. G., June, p. 442).

Local 662, Hotel and Restaurant Employees' and Bartenders' International Union, applicant, Canadian Forces Exchange System (C.F.E.S. Canex), Halifax, N.S., respondent (employees, Marcom and Dockyard Management Coffee Shops), and the Attorney General of Canada, on behalf of Her Majesty the Queen in Right of Canada, intervener (L. G., Sept., p. 658).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, K.N.R. Truck Lines Ltd., Vancouver, B.C., respondent, George A. Vold, et al., interveners, and Canadian Brotherhood of Railway, Transport and General Workers, intervener. The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board (L. G., June, p. 442).

Applications for certification withdrawn

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Persadrive Transportation Services Ltd., Whitby, Ont., respondent (L. G., Aug., p. 583).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, Haste Mines Ltd., Vancouver, B.C., respondent (employees in Northwest Territories), (L. G., Sept., p. 658).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, and Canadian Mine Services Ltd., Vancouver, B.C., respondent (employees in Northwest Territories) (L. G., Sept., p. 658).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, and Canadian Mine Services Ltd., Vancouver, B.C. respondent (employees in Yukon Territory, (L. G., Sept., p. 658).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, and Haste Mines Ltd., Vancouver, B.C., respondent (employees in Yukon Territory) (L. G., Sept., p. 658).

Application for revocation granted

The Board granted an application made by W. O. McCamon, et al., for revocation of an Order issued November 24, 1967, certifying the Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as the bargaining agent of a unit of employee of McKee Moving & Storage Co. Ltd., Saskatoon, Sask. The application for revocation was granted followin a representation vote of the employees affected (L. G. July, p. 508).

Request for review granted

The Board granted a request for review made by th Public Service Alliance of Canada under Sec. 61(2) o the Act that the Board's Order of February 13, 1959 as amended April 30, 1963, be further amended t change the name of the certified bargaining agent b substituting Public Service Alliance of Canada/L'Al liance de la Fonction Publique du Canada for Eldorad Mining and Refining Group of the Civil Service Associ ation of Canada, and to change the name of the em ployer by substituting Eldorado Nuclear Limited/El dorado Nucléaire Limitée for Eldorado Mining an Refining Limited (L. G. 1959, p. 386; L. G. 1963, p 502; L. G., Sept., p. 659).

Representation vote ordered—revocation

George W. Mountain, et al., applicants, Radio Atlanti Limited, Fredericton, N.B., respondent, and Nationa Association of Broadcast Employees and Technicians respondent (L. G., Aug., p. 583) (Returning Officer: C A. Ogden).

Applications for certification received

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of Radio Dartmouth Limited (CFDR), Dartmouth, N.S. (Investigating Officer: C. A. Ogden).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel aboard tugboats operated on the West Coast of British Columbia by Pacific Towing Services Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

United Steelworkers of America, applicant, on behalf of a unit of employees of Atomic Energy of Canada Limited, Ottawa, Ont., employed at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (Investigating Officer: H. A. Fisher).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Devon Thread and Pipefitting Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

American Federation of Grain Millers, Local 242, on behalf of a unit of employees of Strathroy Flour Mills, Strathroy, Ont. (Investigating Officer: H. A. Fisher).

Le Syndicat des Journalistes de Montréal Inc. (CSN), on behalf of a unit of employees of Radio Laval Inc., Montréal, Qué. (CKLM) (Investigating Officer: S. T. Payne).

Teamsters Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Riverside Marine Limited (also known as J. B. Moran Transport). Chippawa, Ont.

Request for review

The Board received eight requests for review under Sec. 61(2) of the Act:

From Le Syndicat National des Employés du Terminus maritime du Saguenay seeking amendment of certificates issued by the Board on June 22, 1955; September 24, 1965 (L. G. 1965, p. 1073) and May 4, 1970 (L. G., July, p. 508) to change the name of the certified bargaining agent for three separate units of employees of Saguenay Terminals Limited/Terminus Maritime du Saguenay Ltée, Port Alfred, Qué., from Syndicat National des Débardeurs de la Baie des Ha! Ha! to Le Syndicat National des Employés du Terminus Maritime du Saguenay.

Six requests for review from the Public Service Alliance of Canada seeking a change of name of the certified bargaining agent in the:

(1) Order of certification issued by the Board on October 5, 1959 (L. G. 1959, p. 1291) affecting various employees of the National Harbours Board, Ottawa, Ont., employed at Churchill, Man., from National Harbours Board Group, Churchill, Man., of the Civil Service Association of Canada, to Public Service Alliance of Canada.

(2) Order for certification issued by the Board on June 8, 1963 (L. G. 1963, p. 692) affecting personnel of National Harbours Board, Ottawa, Ont., employed in its police department at Halifax, N.S., from National Harbours Board Police Association of Halifax, N.S., to Public Service Alliance of Canada.

(3) Order of certification issued by the Board on January 12, 1959 (L. G. 1959, p. 270) affecting (a) a unit of regular and (b) a unit of casual prevailing rate employees of National Harbours Board, Ottawa, Ont., employed in its grain elevator at Prescott, Ont., from National Harbours Board Elevator Group, Prescott, Ont., of the Civil Service Association of Canada, to Public Service Alliance of Canada.

(4) Order of certification issued by the Board on November 3, 1961 (L. G. 1962, p. 50) affecting a unit of employees of National Harbours Board, Ottawa, Ont., employed in its Harbour Police Force at Québec City from Civil Service Association of Canada, to Public Service Alliance of Canada.

(5) Order of certification issued by the Board on December 21, 1960 (L. G. 1961, p. 153) affecting a unit of stationary engineers and firemen employed by Central Mortgage and Housing Corporation, Ottawa, Ont., from Civil Service Association of Canada, Ottawa-Hull local council, to Public Service Alliance of Canada.

(6) Order of certification issued by the Board on November 14, 1962 (L. G. 1963, p. 47) affecting a unit of employees of National Harbours Board, Ottawa, Ont., employed in its Police Department, Port of Saint John, from National Harbours Board Police Association, Port of Saint John, to Public Service Alliance of Canada.

Request for review from the International Association of Machinists and Aerospace Workers (formerly International Association of Machinists), seeking amendment of the certificate issued by the Board on August 5, 1958, certifying the applicant union as bargaining agent for a unit of employees in the Maintenance Departments of Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (L. G. 1958, p. 880).

General topics

Employment review

Employment increased seasonally by 196,000 to 8,148,000 between May and June and was 128,000 higher than in June 1969. Unemployment advanced 16,000 to 529,000. The labour force, at 8,677,000, was 212,000 higher than in May, and 274,000 higher than a year ago. The unemployment rate in June, seasonally adjusted, was 6.6 per cent.

Employment

There was an increase in employment of 196,000 between May and June. Of this number, 137,000 occurred among persons 14-24 years of age, a smaller gain than the May-to-June gains in the last two years. The employment of adults 25 years of age and over increased by 58,000, a larger increase than last year. There were seasonal May-to-June employment gains in most industries, of which the largest occurred in trade, 51,000. Smaller gains were reported for construction, 34,000, manufacturing, 33,000, and public administration, 25,000. Agricultural employment increased 19,000.

Almost one half of the May-to-June increase in total employment was in Québec, 91,000, and about a third in Ontario, 63,000. There were gains of 23,000 in the Atlantic and 19,000 in the Prairie regions, with no change in British Columbia. Compared with June 1969, there was little change in the employment of teenagers, 14-19, and young adults, 20-24. The employment of persons 25 years of age and over, rose by 125,000.

Employment in community, business and personal service showed the largest yearly gain, 139,000. There were much smaller increases in trade, 29,000, and construction, 16,000. Employment declines took place in forestry, 27,000, and transportation, communication and other utilities, 26,000. Most of the yearly increase of 128,000 in total employment was concentrated in Ontario where employment expanded by 106,000, or 3.5 per cent. There were gains of 1.6 per cent in the Prairies, 1.4 per cent in the Atlantic, and 0.5 per cent in Québec. Employment in British Columbia declined 2.4 per cent.

Unemployment

Unemployment, at 529,000, was 16,000 higher than in May, and 146,000 more than a year ago. The 16,000 increase was the net result of an increase of 62,000 among persons 14-24 years of age and small declines in other age groups. The increase in the number of unemployed in the younger age group reflected the influx of students in the labour market at this time of year. Unemployment among persons 25 years and over remained high.

Regionally, the number of unemployed persons increased in Ontario, 26,000, and British Columbia, 15,000. In Québec it decreased by 13,000. There was little change in the Atlantic and the Prairie regions. The British Columbia estimates reflected the indirect effects of industrial disputes.

Of the total unemployed in June, 209,000, or 39 per cent, had been unemployed for less than a month, 30 per cent for one to three months, 14 per cent for four to six months and 17 per cent for seven months or more.

Unemployment in June 1970 represented 6.1 per cent of the labour force, compared with 4.6 per cent in June 1969, and 4.8 per cent in June 1968.

Misinterpretation

The Labour Gazette reported in the July number (p. 467) the closing of the Dunlop Canada Ltd. plant in Toronto. The company is phasing out its footwear manufacturing operation because of strong import competition. Our report could have been interpreted as being critical of Dunlop's action, but this was not our intention. Any inconvenience to Dunlop Canada caused by possible misinterpretation is regretted.

Omissions

There will be no C-1, C-2, C-3 and C-4 tables this month. Information for these tables in the Employment, Hours and Earnings section, was not available at press time.

Wage Schedules—June

During June, the Department of Labour prepared 382 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 264 contracts in these categories were awarded. In addition, 63 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in June for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Indian Affairs and Northern Development	1	$ 11,680
Post Office	5	60,487
Public Works	1	24,000
Supply and Services	101	2,430,565

During June, the sum of $7,015.92 was collected from 17 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditons forming part of their contract. This amount is for distribution to the 149 workers concerned.

Unemployment insurance fund

During June, 17,733 investigations were finalized across Canada. Of these, 13,048 were on-premises investigations and 2,589 were selective investigations to verify the fulfilment of statutory conditions. The remaining 600 formal investigations and 1,496 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,104. Prosecutions were commenced in 131 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in June totalled $54,341,901.91 compared with $39,630,645.53 in May and $52,479,724.88 in June 1969. **Benefits paid in June totalled $40,509,358.06 compared with $74,396,461.29 in May and $26,496,542.99 in June 1969.** The balance in the Fund on June 30 was $407,931,169.03 compared with $394,098,625.18 in May and $386,490,504.36 in June 1969.

October credits

Unemployment insurance report, p. 724, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 731, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 728, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 726, is prepared by the Legislation Branch of the Department of Labour.

Spare time activities—a key to retaining, p. 723, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 699, 706, 711, 712. Public Archives of Canada: p. 696. Murray Mosher Photo Features: p. 703. Murray MacGowan: p. 715, 717,. ILO: p. 719. CN: p. 736.

Railway arbitration



Eight cases were heard by the Canadian Railway Office of Arbitration at Montreal on June 9, and one case was heard on June 10. Grievances were dismissed in six cases, one case was withdrawn from the arbitrator's jurisdiction, and the grievances succeeded in the other two cases.

Case No. 215. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the awarding of a position.

The company issued a bulletin for the position of crew dispatcher, and several applications were received. The company decided who was to fill the position, but a man who was senior in service to the successful applicant protested. The arbitrator found that the collective agreement allowed the company to judge the qualifications of applicants. The grievor did have greater seniority than the successful applicant, but he did not have the qualifications for the new position at the time it was bulletined. He was later made a trainee crew dispatcher and was successful in the position. But, the arbitrator said, the grievor was not qualified for the position until after the training period. He dismissed the grievance.

ase No. 216. Dispute between the CNR and the Cana-ian Brotherhood of Railway, Transport and General Vorkers over the imposition of discipline on two men ho wouldn't cross a picket line.

he company received a shipment destined for a com-any that was strike-bound. One driver drove the ship-ent up to the picket line, but refused to cross, and eturned the truck to the company terminal. The other river was ordered to deliver the shipment, but he refus-d. Both men were assessed 20 demerit marks for their efusal to carry out their supervisor's orders.

he arbitrator found that a representative of the union nvolved in the strike had advised the company's traffic anager that pickets could not stop delivery, as they ad been "enjoined from such activity by Court order." he first driver said that he failed to follow instructions ecause he was afraid of violence. The second driver rofessed the same fear. The arbitrator said that these ears were probably groundless, and he dismissed the rievances.

ase No. 217. Dispute between the CNR and the Cana-ian Brotherhood of Railway, Transport and General Vorkers over the disciplining of a warehouseman.

A warehouseman was involved in a personal injury ction that kept him off work for almost two weeks. ollowing a review of the circumstances surrounding he accident, the company concluded that it had been aused by the grievor's carelessness. The company wrote he man a letter, warning him to be more alert in the uture. The union protested that such a letter is a form f discipline, and therefore a violation of the collective greement, as a formal investigation was not held. The rbitrator agreed. He allowed the grievance, and in-tructed that the letter be removed from the man's ecord.

ase No. 218. The case was subsequently withdrawn from he jurisdiction of the arbitrator after his interim award, nd no final award was issued by the arbitrator.

ase No. 219. Dispute between the CNR and the Broth-rhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the dis-harge of a man who had accumulated 70 dermerit narks.

When the final 20 of an accumulated 70 demerit marks were assessed against a motorman, the employee was dismissed. The union declared that the double penalty was not legal, and it claimed also that an earlier assessment of 20 marks was not warranted. The arbitrator found that the man had failed a number of times to perform his duties adequately. He added that because all of the discipline had been properly imposed, and because of the system of discipline itself, the company had rightly discharged the grievor when he had accumulated 70 demerit marks.

Case No. 220. Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by a driver for three hours pay.

A driver was told to report for an investigation of an accident. He did so, and claimed three hours pay. The union contended that he was entitled to the pay under an article of the collective agreement. The company maintained that the article had no application in this case. The Article reads: "Employees notified or called to perform work not continuous with, before or after, the regular work period shall be allowed a minimum of three hours pay for two hours work or less." The arbitrator said that the driver was neither called in to perform work nor held out of service. "He was simply required to report for the investigation to which he was entitled." The arbitrator dismissed the grievance.

Case No. 221. Dispute between CP Rail and the United Transportation Union over a change in working conditions proposed by the company.

When the company proposed to introduce ground-to-cab radios, the union complained that they would have "materially adverse effects on yardmen" at a station, and therefore constituted a material change in working conditions as specified in the collective agreement. The company disagreed. The agreement states: "The company will not initiate any material change in working conditions which will have materially adverse effects on employees without giving as much advance notice as possible to the general chairman concerned, along with a full description thereof, and with appropriate details as to the contemplated effects upon employees concerned . . ."

The arbitrator stated that the innovation could have led to staff changes among yard crews—a reduction in yard crews and displaced employees. He agreed with the union that the introduction of the radios would change working conditions, and that negotiations were necessary to minimize the effects of such change.

Case No. 222. Dispute between CP Rail and the United Transportation Union over claims by trainmen for 300 miles reduced from a monthly guarantee claim.

There were two general holidays in one month, and a number of trainmen were paid an amount equivalent to 150 miles for each holiday, the payments being applied against the monthly guarantee. This meant a reduction of 300 miles from each claim. The arbitrator said: "There is no express provision in this collective agreement by which payments in respect of holiday pay are to be excluded from the determination of the amount payable to make up the monthly guarantee." He said that the company had not violated the agreement, and he dismissed the grievance.

Case No. 223. Dispute between CP Rail and the United Transportation Union over the failure to agree on a yard crew consisting of one foreman and one helper on one yard assignment at a terminal.

The company told the union that it wanted a two-man crew on one yard assignment at a terminal. The union wanted a three-man crew. A meeting was held, but no agreement was reached. The company then took a survey over five working days, with the local chairman observing. The survey, said the company, supported its view that adequate safety could be maintained with two-man crews. The arbitrator agreed with the company; but he added that safe performance would require the use of revised switching methods.

Decisions of the umpire

CUB 2915. The claimant filed an application for benefit. She said that she was out of work after having been "forced to take two weeks off because I had no holidays last year." Her employer stated that, during the two-week period of her layoff, the claimant remained on their payroll and her contract of service continued. He added that the claimant received $410.20 holiday pay in the previous year; income tax and Canada Pension Plan were the only deductions, and seniority continued to accumulate during her layoff. The claimant did not take her vacation during the standard vacation period for the company, but worked through this period.

The insurance officer notified the claimant that she was disqualified from receiving benefit because: **"You were in receipt of your normal remuneration for full working weeks while your contract of service continued, and have therefore not proved that you were unemployed."** The claimant appealed, but the board of referees agreed with the statement of the insurance officer. By a majority decision, it disallowed the appeal. The claimant then appealed to the umpire.

The insurance officer noted in his report that the claimant was placed on vacation by her employer as required by the bargaining agreement. During this period, he wrote, the claimant was considered still to be under contract of service, and was accumulating seniority rights. As she had received her full pay for this period, and her contract of service was continuing, she could therefore not be considered unemployed. And although payment for her two weeks vacation had been made the year before, the report continued, the actual time of payment was not the governing factor in the allocation of such remuneration, which must be applied to the period for which it is paid.

The umpire said: "Not all holiday pay payable to a claimant is excluded from the earnings that are to be taken into account for purposes related to entitlement to benefit under Section 172 of the Regulations. To be so excluded, it must at least be payable 'at the time of, or after, his separation from employment, or prior thereto, in contemplation of the separation'.

"Looking at the present case," he continued, "it is clear that the holiday pay that the claimant received was not paid at the time of or after her separation from employment, or prior thereto in contemplation of such separation." **The umpire concluded that the holiday pay paid to the claimant could be applied to the time she did take her holidays. He therefore dismissed her appeal.**

Publications in the library

List No. 259

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed when requesting loans.

Collective bargaining

■ **No. 1—California. University. Institute of Industrial Relations.** Good faith in collective bargaining; private sector experience with some emerging public sector problems [by Bruce Power] Berkeley [1969] 54 p.

■ **No. 2—Reed, G. W.** White-collar bargaining units under the Ontario Labour Relations Act. Kingston, Ont., Industrial Relations Centre, Queen's University, 1969 [61] p.

■ **No. 3—Stettner, Nora.** Productivity bargaining and industrial change. Oxford, Pergamon Press [c1969] xi, 185 p.

■ **No. 4—Woodworth, Robert Titus, comp.** Collective negotiation for public and professional employees; text and readings [by] Robert T. Woodworth [and] Richard B. Peterson. Glenview, Ill., Scott, Foresman, 1969. ix, 462 p.

Conferences

■ **No. 5—Federal-Provincial Conference of Ministers of Finance and Provincial Treasurers, Ottawa, 1968.** Federal-Provincial Conference of Ministers of Finance and Provincial Treasurers, Ottawa, November 4-5, 1968. Ottawa, Queen's Printer, 1969. 91, 98 p. English and French, the latter inverted and with special t.p.

■ **No. 6—Inter-regional Seminar on Social Security Policy, University of Wisconsin, 1967.** The role of social security in economic development; papers presented at a November 1967 Seminar organized by the University of Wisconsin in co-operation with the Social Security Administration and the Agency for International Development. Everett M. Kassalow, ed. Washington, G.P.O. 1968. 265 p.

Economics

■ **No. 7—Tremblay, Rodrigue.** L'économique; introduction à l'analyse des problèmes économiques de toute société. [Toronto?] Holt, Rinehart et Winston ltée, 1969. 586 p.

■ **No. 8—Winch, Donald.** Economics and policy, a historical study. [London] Hodder and Stoughton, 1969. 366 p.

Industrial relations

■ **No. 9—Isaac, Joseph Ezra.** Compulsory arbitration in Australia. Ottawa [Queen's Printer] 1968 [i.e. 1970] 84 p. Canada. Task Force on Labour Relations. Study no. 4. Résumé en français, p. 81-84.

■ **No. 10—Roberts, Benjamin Charles, ed.** Industrial relations: contemporary problems and perspectives. [Rev. ed.] London, Methuen, 1968. 299 p.

International Labour Organization

■ **No. 11—International Labour Office.** Report of the Director-General [to the] ninth Conference of American States Members of the International Labour Organisation. First item on the agenda. Geneva, 1970. 69 p.

■ **No. 12—Labour-management relations in public industrial undertakings in Asia;** report submitted to, and proceedings of, the Thirteenth session of the Asian Advisory Committee, Singapore, November-December 1966. Geneva, International Labour Office, 1968. 90 p. At head of title: International Labour Organization.

■ **No. 13—U.S. Department of Labor.** The United States & the International Labor Organization. [Washington, G.P.O., 1969] lv. (unpaged).

Labour organization

■ **No. 14—Bernstein, Irving.** Turbulent years; a history of the American worker, 1933-1941. Boston, Houghton Mifflin, 1970. 873 p.

■ **No. 15—Dubofsky, Melvyn.** We shall be all; a history of the Industrial Workers of the World. Chicago, Quadrangle Books, 1969. xviii, 557 p.

■ **No. 16—Kassalow, Everett Malcolm.** Trade unions and industrial relations: an international comparison. New York, Random House [1969] xvii, 333 p.

■ **No. 17—Matthiessen, Peter.** Sal si puedes; Cesar Chavez and the New American revolution. New York, Random House [1969] 372 p. "Sai si puedes" can be translated as, "Escape if you can." The story of Cesar Chavez and the United Farm Workers Organizing Committee in California.

■ **No. 18—U.S. Civil Service Commission. Office of Labor-Management Relations.** Union recognition in the Federal Government: listings by Federal departments and agencies of exclusive and formal recognitions and agreements under Executive order 10988, as reported to the Civil Service Commission, November 1968. Washington, G.P.O., 1969. xi, 336 p.

Labouring classes

■ **No. 19—The Japanese employee. Robert J. Ballon, editor.** Contributors: James C. Abegglen [and others] Tokyo, Sophia University, in cooperation with the Charles E. Tuttle Company, Rutland, Vt. [1969] 317 p.

■ **No. 20—Johnson, Lawrence Alexander.** Employing the hard core unemployed. New York, American Management Association, 1969. 224 p.

■ **No. 21—Life Office Management Association.** Vacation and holiday practices, 1968. New York, 1968. 29 p.

■ **No 22—Young, Agnes Freda.** Social services in British industry. London, Routledge and K. Paul; New York, Humanities Press, 1968. 258 p.

Occupations

■ **No 23—Chartrand, Phillip J.** A study of executive career paths in the Public Service of Canada [by] P. J. Chartrand and K. L. Pond. [Chicago, Public Personnel Association, 1969] 79 p. "The first part of the report . . . was published in the February, 1969 issue of the Executive Magazine."

■ **No. 24—International Labour Organization.** Auto technician and instructor training centre; Republic of China; [final report prepared for the Government of the Republic of China by the International Labour Organisation, as participating and executing agency for the United Nations Development Programme. Geneva, 1969] 87 p.

Productivity

■ **No 25—Great Britain. Department of Employment and Productivity.** Productivity, prices and incomes policy after 1969. London, H.M.S.O., 1969. 43 p.

■ **No. 26—Maule, Christopher John.** Productivity in the farm machinery industry; a comparative analysis between Canada and the United States, by Christopher J. Maule with Donald Martinusen. Ottawa, Queen's Printer, 1969. 64 p. Canada. Royal Commission on Farm Machinery. Study No. 3.

Miscellaneous

■ **No. 27—Jahoda, Gerald,** Information storage and retrieval systems for individual researchers. New York, Wiley-Interscience [c1970] xi, 135 p.

■ **No. 28—Major labor-law principles established by the NLRB and the courts, December 1964-September 1969.** Washington, Bureau of National Affairs, inc., c1969. 100 p.

■ **No 29—Organization for Economic Cooperation and Development.** Canada. Paris, 1969. 453 p. An OECD Review of national science policy.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended June 20, 1970		8,677	+ 2.5	+ 3.3
Employed		8,148	+ 2.5	+ 1.6
Agriculture		569	+ 3.5	− 1.9
Non-agriculture		7,579	+ 2.4	+ 1.9
Paid workers		7,049	+ 2.6	+ 2.3
At work 35 hours or more		6,580	+70.0	+ 1.2
At work less than 35 hours		1,241	−67.1	+ 6.0
Employed but not at work		326	+ 5.2	− 6.3
Unemployed		529	+ 3.1	+38.1
Atlantic		38	−13.6	− 7.3
Québec		188	− 6.5	+23.7
Ontario		158	+19.7	+30.6
Prairie		58	− 9.4	+75.8
British Columbia		87	+20.8	+141.7
Without work and seeking work		507	+ 6.1	+38.1
On temporary layoff up to 30 days		23	−34.3	+43.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†	May	126.4	+ 1.5	− 0.5
Manufacturing employment (1961 = 100)†	May	122.0	− 0.3	− 3.4
IMMIGRATION	1st quarter 1970	30,783	—	− 0.02
Destined to the labour force	1st quarter 1970	16,607	—	− 0.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	94	− 6.9	−29.3
No. of workers involved	June	72,736	−18.2	+18.5
Duration in man days	June	1,112,920	−11.9	+22.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	May	$126.78	+ 1.3	+ 8.1
Average hourly earnings (mfg.)†	May	$ 3.01	+ 1.0	+ 8.7
Average weekly hours paid†	May	40.1	+ 0.8	− 0.8
Average weekly wages (mfg.)†	May	$120.44	+ 1.4	+ 7.6
Consumer price index (1961 = 100)	May	129.6	− 0.1	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	April	123.2	+ 1.7	+ 3.4
Total labour income (Millions of dollars)‡	May	3,868.7	+ 2.0	+ 8.9
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	May	171.1	− 0.8	+ 2.2
Manufacturing	May	168.1	− 1.2	− 0.5
Durables	May	183.4	− 3.0	− 4.0
Non-durables	May	155.6	+ 0.6	+ 3.2
NEW RESIDENTIAL CONSTRUCTION**				
Starts	May	8,414	−15.2	−50.0
Completions	May	12,222	−20.0	−25.7
Under construction	May	95,170	− 4.0	−14.2

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended June 20, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,677	680	2,403	3,265	1,428	901
Men	5,885	478	1,658	2,169	973	607
Women	2,792	202	745	1,096	455	294
14-19 years	1,017	76	268	376	186	111
20-24 years	1,383	139	426	466	224	128
25-44 years	3,587	248	1,026	1,385	551	378
45-64 years	2,480	201	631	957	429	262
65 years and over	210	16	52	82	38	22
EMPLOYED	8,148	642	2,215	3,107	1,370	814
Men	5,501	448	1,516	2,063	932	542
Women	2,647	194	699	1,044	438	272
Agriculture	569	29	119	144	247	30
Non-agriculture	7,579	612	2,095	2,964	1,123	784
Paid Workers	7,049	562	1,930	2,778	1,062	718
Men	4,631	385	1,303	1,805	669	469
Women	2,418	177	627	973	393	248
UNEMPLOYED	529	38	188	158	58	87
Men	384	30	142	106	41	65
Women	145	*	46	52	17	22
PERSONS NOT IN LABOUR FORCE	6,323	703	1,881	2,121	989	629
Men	1,548	207	455	489	244	153
Women	4,775	496	1,426	1,632	745	476

*Less than 10,000. Source: Labour Force Survey, DBS. NOTE: Figures may not add to the totals shown because of rounding.

Table A-2—Age, Sex and Marital Status, Week Ended June 20, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	15,000	2,485	4,211	1,233	4,320	1,181	1,569
LABOUR FORCE	8,677	1,017	4,047	1,081	1,495	827	210
Employed	8,148	836	3,904	955	1,457	791	204
Unemployed	529	180	144	126	39	36	**
NOT IN LABOUR FORCE	6,323	1,469	164	152	2,824	355	1,360
PARTICIPATION RATE†							
1970—June 20	57.8	40.9	96.1	87.7	34.6	70.0	13.4
May 23	56.5	34.4	95.6	85.3	35.0	69.5	14.0
UNEMPLOYMENT RATE‡							
1970—June 20	6.1	17.7	3.6	11.7	2.6	4.4	**
May 23	6.1	12.8	4.5	12.8	3.0	4.6	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS. NOTE: Figures may not add to the totals shown because of rounding.

Table A-3—Unemployed, Week Ended June 20, 1970

	June 1970	May 1970	June 1969
	(in thousands)		
TOTAL UNEMPLOYED	529	513	383
On temporary layoff up to 30 days	23	35	16
Without work and seeking work	507	478	367
Seeking:			
Full-time work	462	452	338
Part-time work	44	26	29
Under 1 month	187	134	150
1-3 months	157	150	104
4-6 months	75	98	50
More than 6 months	88	96	63

Source: Labour Force Survey, DBS. NOTE: Figures may not add to the totals shown because of rounding.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	Monthly Totals								
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—June*	80.5	958.4	396.0	43.6	255.7	462.6	1,245.6	205.6	3,686.8
July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.0
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.6
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February*	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March*	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April*	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May†	92.5	987.1	405.9	32.0	252.8	493.8	1,360.6	210.7	3,868.7
June‡	93.1	1,011.7	410.8	38.6	295.3	504.7	1,373.3	216.1	3,983.6
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—June*	78.9	945.1	386.9	39.8	234.1	452.9	1,229.0	184.2	3,582.7
July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.0
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.6
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.4
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January*	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February*	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March*	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April*	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May†	93.0	982.2	405.5	34.8	251.3	492.6	1,352.5	199.6	3,844.3
June‡	91.3	998.0	401.2	35.1	270.7	493.9	1,355.4	200.5	3,878.9

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	April 1970	March 1970	April 1969	April 1970	March 1970	April 1969	April 1970	March 1970	April 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.0	41.3	41.4	3.66	3.73	3.23	150.16	154.20	134.04
Metals	40.0	40.4	41.0	3.80	3.91	3.35	151.69	157.90	137.46
Mineral fuels	42.0	42.1	41.4	3.43	3.35	2.84	143.94	140.93	117.31
Non-metals, except fuels	42.0	42.2	42.8	3.37	3.36	2.96	141.33	141.81	126.82
Quarries and sand pits	45.1	41.8	46.9	2.96	2.97	2.70	133.67	124.33	126.46
Services incidental to mining	42.8	43.5	40.5	3.90	3.91	3.57	166.68	170.03	144.23
MANUFACTURING	39.8	39.5	40.3	2.98	2.96	2.75	118.83	117.14	110.87
Durable goods	40.3	40.0	40.8	3.22	3.18	2.96	129.72	127.25	120.59
Non-durable goods	39.3	39.1	39.8	2.74	2.73	2.53	107.88	106.83	100.78
Food and beverages	39.4	39.3	39.3	2.69	2.69	2.46	106.06	105.68	96.56
Foods	39.3	39.2	39.1	2.60	2.60	2.38	102.37	101.85	93.23
Beverages	40.1	39.8	40.1	3.32	3.34	3.01	133.00	133.15	120.65
Tobacco processing and products	38.2	38.0	36.3	3.31	3.19	3.10	126.39	121.43	112.58
Rubber products	40.4	39.9	42.0	3.07	3.06	2.86	124.07	122.18	120.28
Leather products	37.2	37.1	38.6	2.00	1.98	1.88	74.36	73.38	72.80
Textile products	40.6	40.3	41.6	2.35	2.34	2.17	95.31	94.43	90.21
Miscellaneous textiles	39.9	38.2	39.7	2.53	2.42	2.26	101.04	92.68	89.94
Knitting mills	39.4	39.4	40.8	1.80	1.75	1.68	71.09	68.84	68.50
Clothing	36.0	35.9	37.1	1.96	1.97	1.86	70.53	70.79	68.87
Wood products	39.0	38.9	39.8	2.85	2.86	2.63	111.20	111.14	104.67
Furniture and fixtures	39.8	39.8	41.9	2.38	2.35	2.20	94.76	93.53	91.92
Paper and allied industries	41.2	40.9	41.2	3.42	3.42	3.20	140.86	140.02	131.71
Pulp and Paper mills	41.3	41.5	41.4	3.70	3.70	3.48	152.97	153.88	144.33
Printing, publishing and allied industries	37.7	37.9	37.7	3.46	3.45	3.26	130.60	130.84	123.09
Primary metal industries	40.7	40.4	40.7	3.59	3.62	3.27	145.83	146.27	132.83
Iron and steel mills	40.2	40.3	40.3	3.77	3.74	3.39	151.50	150.89	136.62
Metal fabricating industries	40.8	39.9	41.2	3.19	3.16	2.91	130.20	126.08	119.62
Machinery, except electrical	40.9	40.8	41.6	3.37	3.31	3.16	137.80	135.17	131.44
Transportation equipment	40.5	39.9	40.6	3.52	3.48	3.26	142.48	138.72	132.18
Aircraft and parts	40.4	40.7	40.2	3.41	3.44	3.22	137.53	140.05	129.40
Motor vehicles	40.4	39.4	40.6	3.63	3.58	3.35	146.64	141.21	135.94
Assembling	41.6	40.1	40.8	4.02	3.88	3.62	167.31	155.51	147.49
Parts and accessories	39.5	38.9	40.1	3.40	3.43	3.20	134.32	133.52	128.07
Shipbuilding and repairing	40.8	40.5	39.9	3.54	3.39	3.24	144.55	137.35	129.40
Electrical products	39.5	39.6	40.2	2.90	2.80	2.68	114.77	110.85	107.66
Communications equipment	39.6	39.9	39.7	2.83	2.76	2.59	112.22	110.03	102.54
Non-metallic mineral products	41.5	40.8	42.5	3.11	3.11	2.89	129.04	126.79	122.79
Petroleum and coal products	43.7	42.2	44.1	4.30	4.06	3.87	187.62	171.50	170.39
Chemical and chemical products	40.3	40.6	40.7	3.15	3.16	2.93	127.06	128.08	119.16
Miscellaneous manufacturing industries	39.9	39.5	40.3	2.38	2.38	2.23	94.97	94.19	89.81
CONSTRUCTION	38.8	35.7	39.4	4.14	4.12	3.66	160.40	147.11	144.38
Building	38.1	34.5	38.3	4.23	4.22	3.68	161.01	145.59	140.89
General contractors	38.5	35.0	38.1	4.07	4.13	3.56	156.63	144.22	135.61
Special trade contractors	37.8	34.1	38.4	4.34	4.29	3.77	164.01	146.52	144.65
Engineering	40.6	39.5	42.5	3.91	3.84	3.62	158.74	151.73	153.62
Highways, bridges and streets	41.4	39.5	41.6	3.20	3.31	2.96	132.56	130.74	123.07
Other engineering	40.0	39.6	43.1	4.45	4.18	4.03	177.77	165.42	174.05
OTHER INDUSTRIES									
Urban transit	41.4	42.1	41.3	3.53	3.54	3.35	145.96	149.05	138.56
Highway and bridge maintenance	35.5	37.0	36.0	2.73	2.63	2.57	96.69	97.04	92.34
Laundries, cleaners and pressers	37.6	37.5	38.0	1.73	1.72	1.61	64.93	64.72	61.32
Hotels, restaurants and taverns	32.6	31.3	32.0	1.66	1.73	1.60	54.20	54.05	51.15

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968	40.3	2.58	104.00	139.7	116.2
1969†	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December	37.2	2.92	108.68	146.0	113.9
1970—January	39.8	2.92	116.30	156.2	121.4
February	40.0	2.93	117.36	157.6	122.3
March*	39.5	2.96	117.14	157.3	121.3
April†	39.8	2.98	118.83	159.6	123.2

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	April 1970	March 1970	April 1969	April 1970	March 1970	April 1969
				$	$	$
Newfoundland	41.7	40.9	41.1	2.46	2.59	2.04
Nova Scotia	40.1	40.1	39.9	2.46	2.42	2.16
New Brunswick	40.3	40.0	41.0	2.44	2.49	2.25
Québec	40.5	40.2	41.2	2.65	2.63	2.47
Ontario	39.9	39.5	40.3	3.15	3.12	2.89
Manitoba	38.8	38.9	39.5	2.66	2.63	2.43
Saskatchewan	39.7	39.6	40.2	3.08	3.11	2.94
Alberta	39.0	38.7	39.1	3.13	3.09	2.81
British Columbia	37.4	37.4	37.7	3.67	3.66	3.41

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500

Table E-4—Benefit Payments, by Province, May 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	86,550	2,986,854
Prince Edward Island	11,881	368,140
Nova Scotia	77,592	2,491,242
New Brunswick	84,300	2,758,172
Québec	625,913	22,221,969
Ontario	685,368	23,849,823
Manitoba	91,253	3,094,175
Saskatchewan	82,426	2,839,652
Alberta	111,463	4,006,567
British Columbia	261,532	9,779,867
Total, Canada, May 1970	2,118,278	74,396,461
Total, Canada, April 1970	2,308,989	81,007,800
Total, Canada, May 1969	1,693,786	52,848,540

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	May 1970			May 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	166,418	125,614	40,804	125,341	95,625	29,716
Newfoundland	3,697	3,197	500	4,414	3,776	638
Prince Edward Island	371	309	62	416	357	59
Nova Scotia	4,410	3,626	784	4,973	3,812	1,161
New Brunswick	4,522	3,734	788	4,569	3,674	895
Québec	50,180	38,045	12,135	43,667	33,440	10,227
Ontario	52,449	38,876	13,573	42,597	31,637	10,960
Manitoba	4,739	3,885	854	3,876	3,140	736
Saskatchewan	3,337	2,719	618	2,815	2,318	497
Alberta	7,797	6,138	1,659	4,541	3,601	940
British Columbia	34,916	25,085	9,831	13,473	9,870	3,603

* In addition, revised claims received numbered 38,726.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 29, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants May 29 196
		1-4	5-13	14-26	27 or more*	
Canada	505,411	148,881	139,391	141,139	76,000	304,98
Male	349,776	107,938	101,063	97,534	43,241	195,57
Female	155,635	40,943	38,328	43,605	32,759	109,40
NEWFOUNDLAND	14,433	3,854	3,889	5,196	1,494	11,58
Male	12,273	3,314	3,436	4,418	1,104	9,73
Female	2,160	540	453	778	389	1,84
PRINCE EDWARD ISLAND	1,645	334	475	693	143	1,13
Male	1,136	244	385	438	69	78
Female	509	90	90	255	74	35
NOVA SCOTIA	15,877	4,160	4,630	5,180	1,907	13,37
Male	11,465	3,313	3,187	3,715	1,250	9,95
Female	4,412	847	1,443	1,465	657	3,42
NEW BRUNSWICK	15,446	3,470	4,384	5,362	2,230	12,39
Male	11,419	2,798	3,506	3,860	1,255	8,63
Female	4,027	672	878	1,502	975	3,76
QUÉBEC	161,368	39,201	47,911	48,084	26,172	103,28
Male	116,886	28,169	36,702	36,118	15,897	70,89
Female	44,482	11,032	11,209	11,966	10,275	32,38
ONTARIO	167,017	44,181	43,961	45,663	33,242	98,41
Male	102,270	28,124	28,227	28,022	17,897	56,30
Female	64,747	16,057	15,734	17,611	15,345	42,11
MANITOBA	17,282	5,731	5,189	4,728	1,634	11,25
Male	11,429	3,794	3,532	3,177	926	6,41
Female	5,853	1,937	1,657	1,551	708	4,84
SASKATCHEWAN	13,120	3,518	3,486	4,752	1,364	8,12
Male	9,364	2,594	2,622	3,408	740	5,26
Female	3,756	924	864	1,344	624	2,86
ALBERTA	23,879	9,615	7,231	5,475	1,558	12,05
Male	16,863	7,082	5,582	3,440	759	7,32
Female	7,016	2,533	1,649	2,035	799	4,73
BRITISH COLUMBIA	75,344	34,817	18,235	16,036	6,256	33,36
Male	56,671	28,506	13,884	10,938	3,343	20,27
Female	18,673	6,311	4,351	5,098	2,913	13,08

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

able F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
				(1961 = 100)				
965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
969—June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
				(1949 = 100)				
June	167.8*							

For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—June, 1970

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Re-crea-tion and Reading	Tobacco and Alco-hol
	June 70	May 70	June 69							
St. John's, Nfld.	122.2	121.8	199.9	123.7	115.1	129.1	116.0	132.7	112.5	144.2
Halifax	125.3	125.2	120.0	132.5	118.1	125.0	119.1	142.3	129.9	127.6
Saint John	124.1	123.6	120.3	131.7	115.6	128.6	120.2	134.6	130.0	126.1
Montreal	125.0	124.4	122.5	128.6	117.1	123.7	125.7	131.8	139.1	128.4
Ottawa	128.4	127.4	123.5	134.3	119.6	128.4	125.9	143.1	136.6	132.2
Toronto	127.8	127.5	124.5	129.7	121.1	130.8	131.4	140.4	126.6	130.3
Winnipeg	127.6	127.3	123.6	133.7	115.3	135.2	128.6	145.6	130.2	128.8
Saskatoon-Regina	122.5	122.2	120.1	130.0	114.5	127.9	117.2	127.4	129.6	122.1
Edmonton-Calgary	125.2	124.7	122.1	129.3	118.9	126.1	121.2	143.5	132.8	124.2
Vancouver	123.8	123.4	119.9	130.5	117.7	126.6	122.8	134.0	123.5	113.5

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department o Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tabl in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all worke reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the wor stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Yea		Duration in Man-Day	
		Strikes and Lockouts	Workers Involved	Man-Days	Per cent o Estimate Workin Tim
1965	478	501	171,870	2,349,870	0.1
1966	582	617	411,459	5,178,170	0.3
1967	498	522	252,018	3,974,760	0.2
1968	559	582	223,562	5,082,730	0.3
1969	556	595	306,799	8,057,060	0.4
*1969—July	33	113	70,723	1,058,150	0.6
August	44	117	74,686	1,178,780	0.8
September	29	96	61,497	1,126,750	0.8
October	37	112	73,930	1,112,570	0.7
November	33	90	49,404	402,010	0.3
December	19	67	11,719	138,290	0.1
*1970—January	17	57	8,428	102,840	0.0
February	34	70	13,551	120,990	0.0
March	31	68	16,619	166,060	0.1
April	52	97	50,469	633,900	0.4
May	54	101	88,938	1,263,830	0.9
June	23	94	72,736	1,112,920	0.7
July	52	119	98,037	1,153,680	0.7

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, July 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	180	180
Manufacturing	22	58	17,940	210,050
Construction	20	32	61,947	771,110
Transportation and utilities	4	7	12,543	69,010
Trade	3	9	393	6,540
Finance	—	—	—	—
Service	1	7	3,683	80,990
Public administration	1	5	1,351	15,800
ALL INDUSTRIES	52	119	98,037	1,153,680

Table G-3—Strikes and Lockouts, by Jurisdiction July 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man Day
Newfoundland	1	1	47	47
Prince Edward Island	1	1	125	89
Nova Scotia	15	16	6,215	17,29
New Brunswick	1	2	245	3,78
Québec	10	26	24,395	254,53
Ontario	15	46	13,401	139,88
Manitoba	1	2	255	5,30
Saskatchewan	1	3	995	21,35
Alberta	—	1	125	2,75
British Columbia	6	18	39,854	634,00
Federal	1	3	12,380	73,44
ALL JURISDICTIONS	52	119	98,037	1,153,68

able G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary)

ıdustry mployer ocation	Union	Workers Involved	Duration in Man-Days July	 Accu-mulated	Starting Date Termination Date	Major Issues Result
Mines						
MINERAL FUELS						
Acadia Coal Co.-McBean Mine, Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	180	180	180	July 14 July 15	Negotiations of a new contract—Return of workers.
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	24,750	Apr. 3 —	Union recognition—
H. J. Heinz Co. of Canada, Leamington, Ont.	Food Workers Loc. 459 (AFL-CIO/CLC)	1,062	2,120	32,910	May 21 July 6	Wages, cost of living allowances, working conditions—Wage increases, other improved benefits.
General Bakeries Ltd. (Wonder Division), Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	161	2,090	2,410	June 27 July 21	Hours, length of contract—Return of workers.
Weston Bakeries Ltd., Winnipeg, Man.	Bakery Workers Loc. 389 (CLC)	155	3,100	3,100	July 5 —	Wages, hours, other benefits—
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St-Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	320	7,040	13,600	June 2 —	Wages, hours, fringe benefits—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,970	14,590	Feb. 27 —	Delay in signing new agreement—
Acton Rubber Ltd., Acton Vale, Qué.	Rubber Workers Loc. 480 (AFL-CIO/CLC)	476	3,330	23,320	May 1 July 12	Wages, fringe benefits—25¢ an hr. increase over 3 years; night shift premiums increased from 9¢ to 12¢.
CLOTHING						
Chateau Lingerie Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,390	11,860	Apr. 14 —	Wages, hours, working conditions —
WOOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	11,000	30,500	May 6 —	Not reported—
La Compagnie Price Ltée, Price, Cté Matane, Qué.	Building and Woodworkers' Federation (CNTU)	266	5,850	6,910	June 25 —	Wages, hours, fringe benefits—
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworker's Federation (CNTU)	300	6,600	6,600	July 1 —	Wages, hours

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Scieries Murdock Ltée, St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,200	2,200	July 6 —	Wages, hours—
Rayonier Canada (B.C.) Ltd., Vancouver, B.C.	Woodworkers Loc. 217 (AFL-CIO/CLC)	450	8,100	8,100	July 10 —	Jurisdictional dispute between Woodworkers and Operating Engineers—
Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	450	4,500	4,500	July 20 —	Not reported—
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	440	17,630	Mar. 10 July 6	Breakdown in contract negotiations—Not reported.
Pulp and Paper Industrial Relations Bureau, Various locations, British Columbia.	Pulp and Paper Workers various locals (Ind.)	3,908	23,450	23,450	July 24 —	Wages, hours, other benefits—
Consolidated Bathurst Ltée, Portage du Fort, Qué.	Pulp and Paper Mill Workers Loc. 420 (AFL-CIO/CLC)	355	1,780	1,780	July 25 —	Wages, other benefits—
Cie de Papier Rolland Ltée, St-Jérôme et Mont Rolland, Qué.	Papermakers Locs. 455 & 454 (AFL-CIO/CLC)	693	2,330	2,330	July 28 —	Wages, working schedule—
PRINTING AND PUBLISHING						
Ottawa Citizen, Ottawa, Ont.	Various unions	210	2,570	2,570	July 3 July 20	Wages in a first agreement—$170. per week retroactive to Jan. 1, 1970; reduction in weekly hours from 45 to 37½, other improved benefits.
PRIMARY METALS						
Aluminum Co. of Canada Ltd. (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	27,970	27,970	July 14 —	Wages, fringe benefits—
METAL FABRICATING						
R. Foisy Limitée, Montréal, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	106	2,330	4,660	June 1 —	Wages, fringe benefits—
Steel Co. of Canada Ltd., Welland, Ont.	I.U.E. loc. 523 (AFL-CIO/CLC)	285	860	860	July 28 July 31	To protest firing of two employees —Return of workers.
MACHINERY						
Link-Belt Ltd., Toronto and Scarborough, Ont.	Steelworkers Loc. 3394 (AFL-CIO/CLC)	245	4,170	5,640	June 23 July 27	Not reported—Not reported.
Hill Refrigeration of Canada, Barrie, Ont.	Steelworkers Loc. 6547 (AFL-CIO/CLC)	105	1,580	1,580	July 2 July 23	Wages, fringe benefits—Wage increases, 3 weeks' vacation after 10 years.

ıble G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary) (Cont.)

dustry nployer ɔcation	Union	Workers Involved	Duration in Man-Days July	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
Procor Ltd., Toronto, Ont.	Boilermakers Loc. 637 Operating Engineers Loc. 772 (AFL-CIO/CLC)	303	5,450	5,450	July 10 —	Wages—
RANSPORTATION EQUIPMENT						
Motor Wheel Industries, Chatham, Ont.	Auto Workers Loc. 127 (CLC)	285	6,270	13,400	May 27 —	Demand condition for union business—
Hawker Siddeley (Can) Canadian Car, Fort William Division Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	4,270	4,270	July 20 —	Wages, other benefits—
LECTRICAL PRODUCTS						
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	8,250	29,250	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,860	8,840	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	4,950	24,300	Apr. 30 July 17	Wages, fringe benefits—18¢ to 23¢ per hr. increase retroactive Jan. 14, 1970 according to classification, further 18¢ to 23¢ Apr. 14, 1971; other improved benefits.
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	2,750	7,130	May 12 —	Wages—
O.&W. Electronics Ltd., Scarborough, Ont.	I.U.E. Loc. 514 (AFL-CIO/CLC)	102	2,240	3,970	June 8 —	Wages, fringe benefits—
Standard Coil Products Limited, Toronto, Ont.	U.E. Loc. 512 (Ind.)	131	1,560	3,070	June 15 July 20	Wages, fringe benefits—Return of workers, settlement terms not reported.
NON-METALLIC MINERAL PRODUCTS						
Deeks-Lafarge Ltd., Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	7,800	46,400	Apr. 3 July 20	Wages, fringe benefits—Return of workers pending further negotiations.
Pre-Con Murray Ltd., Brampton, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	146	3,210	3,360	June 30 —	Wages—
MISCELLANEOUS MANUFACTURING						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC) and Plumbers Loc. 46 (AFL-CIO/CLC)	846	5,920	62,020	Mar. 20 July 13	Wages—Not reported.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Cooper of Canada Limited, Toronto, Ont.	Potters Loc. 366 (AFL-CIO/CLC)	204	4,490	6,730	June 16 —	Wages in new contract—
Construction						
Canadian Plumbing and Mechanical Contractors Association, Various locations, Saskatchewan.	Plumbers various locals (AFL-CIO/CLC)	700	15,400	58,100	Apr. 6 —	Wages, other benefits—
Construction Labour Relations Assn., Province-wide, British Columbia.	Various unions	30,000	510,000	2,160,000	Apr. 14 July 27	Wages—Return of workers c provincial government order.
Electrical Contractors Assoc. of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,840	16,720	Apr. 15 —	Wages, hours—
Construction Labour Relations Assn., Vancouver-New Westminster area, B.C.	Glass and Ceramic Workers Loc. 1527 (AFL-CIO/CLC)	163	3,590	9,950	May 6 —	Wages—
Kingston Builders Exchange, Kingston area, Ont.	Carpenters Loc. 249 and Bricklayers Loc. 10 (AFL-CIO/CLC)	291	1,740	11,930	May 11 July 20	Wages, fringe benefits—75¢ an h increase on signing, 50¢ in Nov 1970 plus 1% increase vacatio pay; increased rates for travellin and living allowances outside zor ing areas.
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	2,750	6,130	May 25 —	Wages—
Consolidated Plant Maintenance, Metro Toronto, Ont.	Plumbers Locs. 46 & 47 (AFL-CIO/CLC)	3,430	17,150	21,010	June 5 July 9	Wages—Wage increases.
Various construction contractors, Guelph, Kitchener, Galt and Brantford, Ont.	Carpenters various locals (AFL-CIO/CLC)	1,200	20,240	21,520	June 25 —	Wages, other matters—
Waverly Construction, New Glasgow, N.S.	International Operating Engineers (AFL-CIO/CLC)	300	1,800	2,100	June 30 July 8	Negotiation of a new contract— Return of workers.
Ralph M. Parsons Construction, Point Tupper, N.S.	Various unions	1,700	5,100	5,100	July 3 July 7	Payment for lost time—Return c workers
C. A. Pitts, Port Hawkesbury, N.S.	Various unions	200	600	600	July 6 July 9	Negotiations of a new contract— Return of workers.
Various construction contractors, London, Ont.	Various unions	170	570	570	July 8 July 16	Jurisdictional dispute betwee unions—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970 (Preliminary) (Cont.)

Industry, Employer, Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Various Construction Co., Hamilton, Ont.	Sheet Metal Workers Loc. 568 (AFL-CIO/CLC)	100	1,700	1,700	July 9 —	Wages—
Five contractor associations, Province-wide, Québec.	CNTU & QFL	17,950	154,050	154,050	July 13 —	Wages, security of employment, seniority—
Ellis-Don Co. Ltd., New Glasgow, N.S.	Labourers Loc. 1118 (AFL-CIO/CLC)	300	1,500	1,500	July 21 July 27	Negotiation of a new contract— Return of workers.
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters Loc. 38 (AFL-CIO/CLC)	200	1,200	1,200	July 24 —	Wages—
Kenny Construction, Truro, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	152	760	760	July 27 —	Negotiation of a new contract—
N.S. Construction Association, Halifax, N.S.	I.B.E.W. (Loc. 625 (AFL-CIO/CLC)	400	2,000	2,000	July 27 —	Negotiation of a new contract—
N.S. Construction Assoc., Halifax, N.S.	Sheet Metal Workers Loc. 409 (AFL-CIO/CLC)	260	1,040	1,040	July 28 —	Negotiation of a new agreement—
Ellis-Don Co. Ltd., New Glasgow, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	450	900	900	July 30 —	Negotiation of a new contract—
N.S. Construction Assoc., Halifax, N.S.	Carpenters Loc. 83 (AFL-CIO/CLC)	730	1,460	1,460	July 30 —	Negotiation of a new contract—
N.S. Construction Assoc., Halifax, N.S.	Labourers Loc. 615 (AFL-CIO/CLC)	1,300	1,300	1,300	July 31 —	Negotiation of a new agreement—
Transportation and Utilities						
TRANSPORTATION						
Toronto Transit Commission, Toronto, Ont.	Public Employees Loc. 2 (CLC)	125	500	3,630	May 28 July 8	Wages—18% wage increase for unskilled, 19% for semi-skilled, 20% for skilled over 2-yr. period.
*A. G. Baker Ltd. and four stevedoring companies, Quebec City, Qué.	I.L.A. Locs. 1958, 1605 & 1739 (AFL-CIO/CLC)	135	2,970	2,970	July 2 —	Management rights, job security—
COMMUNICATION						
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	12,000	64,100	138,540	May 26 —	Wages, job security, other benefits—
Island Telephone Co. Ltd., Charlottetown, Summerside and other locations, P.E.I.	I.B.E.W. Loc. 1030 (AFL-CIO/CLC)	125	890	890	July 22 —	Wages—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Trade						
Four glass wholesalers, Winnipeg area, Man.	Painters Loc. 1554 (AFL-CIO/CLC)	100	2,200	3,300	June 16 —	Wages—
Service						
HEALTH AND WELFARE						
Several hsopitals (private) (54 hospitals) Province-wide, Québec	Service Employees' Federation (CNTU)	2,300	50,930	102,520	May 31 —	Wages in a new contract—
PERSONAL SERVICES						
British Columbia Hotels Association, Various locations, British Columbia.	Hotel Employees Locs. 28 & 835 (AFL-CIO/CLC)	1,180	26,130	43,390	June 8 —	Wages—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,200	13,900	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Moncton, Moncton, N.B.	Public Employees Loc. 51 (CLC)	160	3,520	8,160	May 21 —	To hold a study session—
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	7,850	16,060	May 29 —	Wages—
City of Penticton, Penticton, B.C.	Public Employees Loc. 608 (AFL-CIO/CLC)	170	3,740	6,970	June 4 —	Wages—
Cité de Sherbrooke, Sherbrooke, Qué.	Public Service Employees' Federation (CNTU)	647	320	320	July 20 July 20	Wages—Wage increases.

*Federal jurisdiction.

The Labour Gazette



There is no denying that the entry of American unions into Canada 50 to 100 years ago enabled many thousands of Canadians to improve their wages and working conditions much faster, and to a far greater extent than would have been possible otherwise. But many Canadians are now seeking to reclaim their economic and cultural heritage—and international unions are one of their targets. See "The Struggle for Canadian Labour Autonomy," by Ed Finn, p. 766.



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Official Journal Canada Department of Labour

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News briefs

■ A long-term disability insurance plan for federal public servants, to begin on November 1, was announced on August 14 by C. M. Drury, President of the Treasury Board. The plan is based on recommendations made by the National Joint Council of the Public Service of Canada. It offers public servants disability insurance at favourable group rates and provides a continuing income for employees prevented from working because of disability.

The basic monthly benefit will be 60 per cent of the last adjusted salary of an employee prior to commencement of benefit. It starts 13 weeks after the beginning of the disability or upon the expiration of the employee's paid sick leave and will be paid until age 65. Employees will contribute five cents per month for each $250 of earned salary, and the Government, as employer, will also contribute five cents for each $250 earned. The program will be optional for all eligible public servants employed as of October 31, 1970, but compulsory for those joining after that date. Managerial or confidential employees will be covered separately under a similar benefit in the Public Service Management Insurance Plan.

■ **Members of the Northwest Territories Public Service Association voted in June to ratify the first contra bargained on their behalf by the Public Service Allian of Canada. The agreement covers the period April 1970 to March 31, 1972 and calls for pay increas averaging 5½ per cent in each year of the contract.**

The 1,200 association members made many gains i fringe benefits. These included: time-and-a-half for wo done on designated holidays; double time for Sunda work; shift premiums; grievance procedure enabling th union to enter a grievance on behalf of one or all the employees; establishment of a classification revie board; overtime for ferry crews; and severance pay the event of an employee being laid off, resigning aft four years service, retiring early for health reasons, dying. The Alliance was successful also in reclassifyin 52 positions and getting immediate increases of fro five to 20 per cent for all employees occupying thos positions. Other gains occurred in: the codification formerly loosely applied regulations governing term and conditions of employment; and in the freezing rents, settlement allowances, removal expenses, and ra tion payments will form a base for future consultations

■ **Walter Critchley, of Grand Falls, was re-elected President of the Newfoundland and Labrador Federation of Labour at its annual convention, July 27-30, in Corner Brook.** Mr. Critchley defeated Malcolm McLaren, a St. John's CBC employee, to retain the presidency for 1970-71. This is his second consecutive term in office. Mr. Critchley, 39, is President of Local 1906, International Association of Machinists and Aerospace Workers, and Chairman of the Joint Mill Unions Committee at the Price (Nfld) Ltd. paper mill, Grand Falls. Others elected to the executive were John MacKenzie, Grand Falls, Secretary-Treasurer; William Parsons, Eastern Vice-President; Arthur A. Kelly, Grand Falls, Central Vice-President; Earl Thistle, Corner Brook, Western Vice-President, and Thomas Riggs, Labrador City, Northern Vice-President.

A number of resolutions were passed calling for unionization of every worker in the province, a provincial insurance plan, a drug plan similar to medicare, a halt in phasing out Newfoundland railway stations, trade union history courses in provincial schools, and further investigation into pollution at Long Harbour. A stand was taken against the Hospital Employees Act, and the Federation asked for increased opposition to it in all provinces.

A number of resolutions dealt specifically with Labrador. They included a request that the road tax be removed from gasoline purchased by Labrador City-Wabush residents, a reduction in Eastern Provincial Airways rates, establishment of a provincial commission to investigate the high cost of living in the area, and reduction in the prices of alcoholic beverages. The Federation called also for the establishment of government offices in Labrador, better roads in Labrador City, and the building of a highway from Québec to the Labrador City-Wabush area.

■ **Edward Lawson, of Vancouver, a Canadian representative of the International Brotherhood of Teamsters, has been named Canadian Director of the union.** Mr. Lawson succeeds I. M. Dodds as the top teamster official in Canada. He will also be on the staff of the international union. He has been president of the Teamsters Joint Council in British Columbia since 1955.

■ **Faced with the possibility of fines of from $5,000 to $50,000 a day, and prison terms of up to one year, Québec construction union and employer representatives returned to the bargaining table in August after a month-long strike.** Individual workers were liable to fines of from $25 to $100 a day, and up to a month in jail for failing to comply with the back-to-work order.

These penalities were to be imposed under the stringent provisions of Bill 38, approved by the Québec National Assembly on August 8. The Bill was passed by the large Liberal majority in the Assembly, supported by the Creditistes, to end what Labour Minister Pierre Laporte called a "state of crisis" that had tied up contracts worth $600 million. Representatives of the two unions and the five employer associations concerned with the dispute were allowed 30 days to work out a new contract under the supervision of two government conciliators. If no agreement had been reached, the dispute was to have been heard by a parliamentary committee; as a last resort, the Government was to write and impose a new contract. No strikes or lockouts were to be permitted within the stipulated arbitration period, and all parties were constrained to come to the bargaining table at the Government's request.

Although CNTU President Marcel Pepin denounced the Bill as a "bludgeon law and a tomahawk law," the CNTU leaders called a press conference on August 10 to announce that they would not defy the Government's edict. The CNTU backed by the Québec Federation of Labour had called the strike to support demands for province-wide wage rates based on those earned in the Montreal area. The five employers associations had banded together to resist the demand, saying that low wage areas such as the Eastern Townships could not be raised to an equal wage level within the immediate future.

Bill 38 granted the construction workers a raise of 30 cents an hour immediately, 20 cents more in 1971, and 25 cents in 1972; this offer was identical to that made by the employers just before talks broke down. The Government introduced also an amendment, based on an earlier Parti Québecois proposal, that endorsed the principle of wage parity. Mr. Pepin told a news conference afterward that, without the amendment, he would have recommended that the strike continue. Although the amendment promised only to have experts study the feasibility of wage parity, Mr. Pepin called it a "substantial gain." Consequently, work resumed in the construction industry with no holdouts.

■ **The survival of shipbuilding in Canada depends on the establishment of a national maritime policy and a Canadian-flag fleet consisting of Canadian-built ships manned by Canadians.**

So says the Canadian Labour Congress in a commentary on the report of its committee on shipbuilding in Canada. The report, submitted to the Minister of Industry, Trade and Commerce, Jean Luc Pepin, in August stated: "The Maritime Committee is convinced that the industry has no future unless and until the federal Government adopts a maritime policy based on the establishment of a basic nucleus of ships built in Canadian yards, maintained in Canadian repair facilities, manned by Canadian officers and men, and capable of lifting a significant portion of Canada's overseas trade and all of Canada's coastal trade." The CLC emphasized that, whereas the principal shipbuilding countries have modernized their yards, Canada's shipbuilding industry is suffering from "commercial starvation, neglect and indifference."

The report's major shortcomings, the CLC said, were its failure to specify the basic priorities of a national maritime policy, and its implicit faith in competitive market forces, to the exclusion of government assistance in solving the problems besetting the Canadian shipbuilding and ship repair industries. The Congress maintained that, before deciding on the level of subsidies to the industry, the report should have recommended that the Government: declare a national maritime policy; remove the duty-free status of British-built ships; assist the industry in rationalizing its facilities; and finance or build the shipbuilding and ship repair facilities that Canada needs, and which industry cannot and will not provide. Any subsidy without these prerequisites would be merely a "stop-gap measure" says the CLC.

"The cost of operating a Canadian-flat fleet," the commentary continues, "must be balanced against such benefits as the development of manpower skills, increased employment and personal income tax revenue and net improvements to the balance of payments," and "the costs of neglecting maritime policy must include wasted human resources, unemployment and negative contributions to the balance of payments."

The CLC recommended also that the Government intervene with strong incentives to speed up the consolidation and phasing out of obsolete shipbuilding and ship repair facilities. New yards should be established that can compete with the most modern facilities in other countries. Dry-docking facilities capable of servicing container ships, modern tankers and bulk carrier should be part of new or consolidated shipbuilding an repair facilities established through federal governmen assistance, and a conference of industry and union re presentatives should be called to propose modification in work rules.

■ **A marked slowing in the growth of Canadian outpu during the second half of 1970 will be followed by sharp acceleration in the first half of 1971,** says a economic outlook report compiled by the 22-membe Organization for Economic Co-operation and Develop ment. The Paris-based international organization pre dicted a 3 per cent increase in Canada's Gross Nationa Product this year. According to the OECD report, Can ada's GNP was expected to grow at the modest rat of 1.75 per cent in the last half of 1970, compared wit a 3.25 growth rate in the first half. The OECD predict a growth rate of 4.5 per cent in the first half of 1971 but states that "inflation remains a major problem." I expects prices to rise by 4 per cent this year, but foresee a progressive decline in the rate of price increase t 3 per cent in the first six months of 1971.

The OECD said that "no general relaxation" should be made in Canada' current economic restraints, bu it recommends that selective measures be taken to soften the burden of unemployment in parts of the country where it is excessively high. "The unemployment rate may continue to rise and average perhaps 6 per cent for the year as a whole," the report said.

The rate of increase in real economic activity during 1970—that is, apart from price-inflated measures of activity—will be about half the growth potential. The OECD sees a 2.25 per cent increase in private consumption in 1970, compared with a 5.6 per cent rise in 1969, but predicts a return to a more normal growth rate in consumer spending in 1971. Business investment will be less than forecast, and residential construction will show a decline. With an increasing under-utilization of capacity this year, industrial production is expected to increase by 3.5 per cent, compared with 5 per cent last year.

The major effect of policies to ease demand and restrain price and wage increases will be felt in 1971. On the subject of prices, the OECD notes that the Prices and Incomes Commission "has so far had rather limited success in promoting voluntary price and wage restraint."



Dr. Kenneth Pugh

■ **Dr. Kenneth Pugh, Alberta's Deputy Minister of Labour, retired in September.** Mr. Pugh joined the Alberta Government in 1938. He was appointed chairman of the Board of Industrial Relations in 1948 and became Deputy Minister in 1959. He held the dual post until August 1969.

Pugh has served as president of the Canadian Association of Administrators of Labour Legislation and was on the Executive Board of the International Association of Governmental Labour Officials of the United States and Canada. On special assignments with the Government of Canada, he has served as an advisor on labour-management relations to the Philippine Government, chairman of a board on labour standards in the Northwest Territories, and as a representative at ILO conferences in Geneva.

■ **The Commons Standing Committee on External Affairs and National Defence Respecting Canada-U.S. Relations has laid down recommendations aimed at giving Canadian branches of international unions increased autonomy** **(see also p. 766).**

In its Eleventh Report, the Committee stressed that the development of a fully independent Canadian identity and the need for Canadian interests to be kept uppermost in every sphere of activity require that Canadian branches of international unions quickly gain the fullest possible autonomy and freedom of action. But the Committee concluded that legislation is not required to achieve this objective. It notes that a number of Canadian branches of U.S.-based international unions have already gained a wide measure of autonomy and that the Canadian Labour Congress, at its convention at Edmonton in May, adopted a policy supporting minimum standards of self-government for Canadian sections of international unions (L. G., Sept., p. 640).

The guidelines set out by the Committee state that: the Canadian section of the international unions should have the machinery and the authority to deal with all matters of concern to Canadian members and locals; Canadian members and locals of international unions should have complete authority over their collective bargaining program, the settlement of disputes, and the conclusion of collective agreements, without having to gain the approval of U.S. headquarters; Canadian officers of international unions should be elected by Canadians; machinery should be provided so that control over expenditures and staff in Canada rests with the Canadian branch and its officers; reasonably detailed financial statements, giving a clear view of the financial operations of the union, should be made available to all members; and steps should be taken to give Canadian sections of international unions full authority to handle all matters without any control from outside, whether those matters are concerned with the internal administration of the Canadian locals or with general social and economic policy or with collective bargaining.

The Committee noted that there was not sufficient information currently available about the workings of international unions in Canada, and it recommended that a division be established in the federal Department of Labour to obtain, analyze and publish information concerning international and other unions operating in Canada, and that the division be given the legislative authority to demand and receive such information, particularly with respect to the Committee's guidelines.



Joe Morris H. O. Vetter Donald MacDonald Berndt Otto Jean Beaudry

Continuing consultation and close co-operation is a two-way street between the West German trade union movement on the one hand and government and other public agencies on the other, according to Heinz Vetter, President of the Deutscher Gewerkschaftsbund (DGB), the German Trade Unions Federation.

"Regardless of the political party in power, the West German federal and provincial governments remain in close touch with the labour movement and consult with it, particularly in matters of economic policies, education, labour legislation, social welfare and foreign aid," said Mr. Vetter. He was on a two-week visit to Canada last summer, as a guest of the Canadian Labour Congress. He was accompanied by DGB Executive Secretary Berndt Otto.

Joint boards with representation from government, labour and employers are in charge of most social security schemes such as sickness, hospital and medical insurance and workmen's compensation, he explained. In the matter of foreign aid, the labour movement also co-operates closely with the Government and receives substantial subsidies for its assistance to developing countries, much of which is channelled through the International Confederation of Free Trade Unions. Labour's advice is also heeded by the Government when it comes to appointing labour attachés abroad, and a great proportion of labour attachés are members of the labour movement. Most other government departments also have joint advisory boards with labour representation to advise them on matters of policy. Even in the private sector, workers participate actively in the management of corporations, Vetter said. Mr. Otto, for instance, is a member of the board of directors of a large steel company employing 25,000 workers.

Internally the DGB was structured almost from scratch following World War II. Its 6.5 million members are represented by only 16 unions, each one having exclusive jurisdiction over a specific occupational group. There are plans afoot to reduce this number to 10. "In Canada the consolidation of the labour movement is only beginning, and I believe that the process of mergers leading to fewer and stronger unions will gather momentum," Vetter said.

Labour relations around the world

■ **Union wage rates for building trades workers in U.S. cities of 100,000 population or more averaged $6.19 an hour on July 1, 1970, an increase of 7.7 per cent, or 43 cents, during the second quarter of 1970, according to the Labor Department's Bureau of Labor Statistics.** The percentage increase in average rates was the largest for the second quarter since the Bureau's series began in 1948, exceeding the previous record advance of 5 per cent recorded last year. The increase for the year ending July 1, 1970 (11.8 per cent) exceeded the advance for the corresponding period in 1969 (8.8 per cent). When employer payments to health and welfare, pension, and vacation plans are added to basic wage rates, increases in the average were 8.2 per cent for the second quarter of 1970 and 12.9 per cent for the year. Corresponding advances in 1969 amounted to 5.6 per cent and 9.9 per cent.

■ **The decision of the United States Senate to cut off funds to the ILO for the balance of 1970 is viewed with "deep concern" by Harm Buiter, General Secretary of the International Confederation of Free Trade Unions.**

"One of the first actions of the newly elected Director-General of the ILO was the appointment of a Soviet nominee as one of the five Assistant Directors-General. We believe that there were other and more urgent matters to tackle for the ILO than this addition to the directorate," Mr. Buiter declared. At a time when the ILO needs strengthening, the U.S. decision can only weaken the "free and democratic forces within the ILO and seriously impede its effectiveness, both in the field of labour standards-setting activities and technical co-operation. We express the hope that the United States will reconsider its position before taking a final decision," Buiter said. He noted also that the ICFTU has repeatedly expressed its opposition to those who would use the ILO as a "propaganda forum for purely political purposes."

■ **To protect its financial position, the International Labour Organization has had to postpone four scheduled Geneva meetings.** The groups affected were: Metal Trades Committee (Sept. 14-25); Joint Committee on the Public Service (Sept. 28 to Oct. 9); Consultants on Workers' Education (Sept. 28 to Oct. 9); and the Committee on Work on Plantations (Dec. 7-18). The ILO also postponed three seminars. The savings are estimated at more than $370,000. Canada had named delegations to attend two of the meetings.

The financial crisis of the ILO was brought about by the proposed cutting off by the Senate of the United States of $3,700,000 in dues to the Organization for the last half of 1970. The withdrawal of funds came after complaints in the U.S. that Communist countries had too much influence in the Organization after the appointment of Pavel Astapenko of the USSR, as Assistant Director of the ILO (L. G., Oct., p. 692).

ILO Director-General Wilfred Jenks, in an address to the Second World Congress of the International Industrial Relations Association in September declared that the ILO could not be the servant or instrument of any ideology. Said Mr. Jenks: "It is implied in the universality of the ILO and the permanence of its mission that it cannot be or become the servant or instrument of any ideology, however firmly that ideology may be convinced that it represents the essence of the ILO or the future of mankind. Ideology belongs to time and place. We are not captive to time or place."

50 years ago

The motivation to become a charwoman, mental competence and mining, employee roulette, and a hot dispute in the British coal industry were some of the topics reported in the November 1920 Labour Gazette.

■ **How did the married woman of 1920 fit into the business world? Not very effectively, according to Mrs. M. J. Gérin-Lajoie, Vice-President of the Fédération Nationale Saint-Jean Baptiste.** In a speech printed in La Bonne Parole, the official Federation publication, she said that the married woman who worked outside her home was an exception. The female labour force was composed mostly of young girls and widows. If a married woman did choose to work outside, she did not select a factory or store as her employer. Instead, she would often choose to become a charwoman.

Marriage-oriented young ladies viewed their jobs as temporary occupations only. They steered away from positions requiring a long apprenticeship or a sacrifice of time. They chose to take jobs offering an immediate financial gain sufficient to meet their current needs. There were exceptions, however. Women would make sacrifices to follow careers useful to family life, such as the needle, clothing and millinery trades, and teaching and nursing.

■ **Discussing various provincial laws regulating mining operations in Canada, the November Labour Gazette brought the following data to light:** Persons employed in operating power machinery to lift human beings in the British Columbia coal mines had to have a medical certificate renewed every six months to prove that they were mentally and physically capable of performing their duties. Ontario provided like restrictions. Regulations in other provinces varied in their severity; only the Yukon Territory demanded no particular age or qualifications from individuals operating hoisting machinery.

In Nova Scotia, underground managers, overmen, mine examiners and stationary engineers required certificates of competency. British Columbia provided a more varied list: certificates were required to qualify as managers, overmen, shift bosses, fire bosses, shotlighters and mine surveyors. Alberta simply stated that managers, overmen and mine examiners must be certified. Nor did the requirements for parallel positions match in the three provinces. In Nova Scotia, a candidate for manager had to be a British subject, over 21 years of age, with four years experience working underground—part of which had to have been time spent working at the face. He must also have had a certificate of competency as an underground manager, or at least three years practical experience and a degree as a mining engineer from some approved college or university.

For the same position, British Columbia stated that the candidate must be 25 years of age, have either five years working experience or a degree in scientific coal mining from an approved university or college, and have four years practical mining experience. In Alberta, the requirements differed again. The potential manager had to have at least five years practical experience either wholly or partly in Canada, or at least a two-year course in scientific or mining subjects at an approved college or university, plus three years experience in a coal mine. The age limit was set at 25.

How much air did a man need to breathe while down in the mines? In Québec, the Government made no stipulation. In Saskatchewan, a standard of 100 cubic feet of ventilation was mandatory; in Alberta, there had to be 200 cubic feet for each man and animal; in British Columbia, the animals rated over man: 100 cubic feet for each man but 300 for each animal.

■ **The game of employee roulette was playing havoc with the budgets of American manufacturers. The Industrial Bureau of the Merchants' Association of New York reported that $30,000,000 a year was being spent to cover replacement of employees who switched jobs.** The costs varied with the skill required by the position vacated; it might cost only $50 to replace a semi-skilled worker, but one tobacco company stated that $200 to $250 would be barely enough to train a cigar maker. Included in the estimated replacement costs were allowances for maintaining idle machinery, advertising, interviewing prospects, investigating background qualifications, medical examinations and paperwork as well as the actual outlay on training, including basic pay in the apprentice period, breakage, and a proven increase in the number and severity of accidents.

The turnover of employees was twice as great, and hence twice as expensive, in factories employing unskilled workers compared with those employing skilled workers. Training was most expensive in the first two weeks after hiring; unfortunately it was at the two-week point that turnover was the worst. One company did report some success in reducing the massive expenditure wasted in this way simply by more careful screening at the time of hiring and by revising training procedures. Replacement costs dropped from $61,000, in 1918 to $32,000 in 1920, despite the fact that most of the company's 1,000 employees were semi-skilled and therefore statistically high turnover risks.

■ **British coal miners and the British Government took turns vilifying each other during a dispute. When the Government rejected the recommendation of the Sankey Commission that the coal mining industry be nationalized, the Miners' Federation demanded another form of compensation: a wage increase of two shillings a day, and a reduction of 14 shillings a ton in the price of domestic coal.** The Federation backed its demands with charges that there existed a surplus profit from the sale of coal abroad.

The Government conceded nothing. It replied that the British consumer should be grateful for his lot, that he paid far less for coal than consumers in other countries paid. It stated emphatically that miners' wages had increased more rapidly than the cost of living had risen, that 60 per cent of the excess profit in the coal mining industry had already been seized by the Government, and that the Federation had no justification for a wage increase anyway because reduced working hours had resulted in reduced coal production. On September 1, the Federation members voted to strike, and the Fuel Control Department warned the public to save coal. The vote was swung strongly in favour of the strike by the militancy of the pit boys, particularly those in the Scottish coal districts. Four days short of the strike deadline on September 27, the Prime Minister intervened personally with his "datum line" proposal. This proposal stated that if production reached X tons, wages were to be increased 1 shilling a shift; if it increased X Y tons, there was to be a 2-shilling wage raise; and for an X Y Z increase, there had to be a 3-shilling wage raise.

The difficulty was then to determine what basic amount of production was represented by X. Although the Government was willing to have this question arbitrated by an independent tribunal, such as the Industrial Court, the miners' representatives were not, claiming lack of impartiality. During a one-week truce period, the miners' representatives negotiated the matter with the owners. The deadlock continued, and the miners voted again to strike. On October 18 the strike began. By October 21, the situation had degenerated still further, with the proposal of a sympathy strike by the railway employees. A rank and file split within the railway workers' union prevented this strike from occurring, however. On October 28, a provisional settlement allowed for an immediate 2-shilling raise in the miners' wages if the current volume of production was maintained. In addition, a national wage board was to be set up to establish a schedule for varying wages in relation to profits. The miners again rejected the settlement, but to no avail this time. Because those voting against the plan did not constitute a two-thirds majority, the strike finally ended.





The struggle for Canadian labour autonomy

by Ed Finn

Ed Finn is Research Director of the Canadian Brotherhood of Railway, Transport and General Workers. He was Public Relations Director of the CBRT from 1963 to 1970 and has been labour columnist for the Toronto Daily Star since May 1968. Mr. Finn was a public relations consultant with the Canadian Labour Congress from 1959 to 1963. Before this, he worked for 11 years as a journalist on the Western Star, Corner Brook, Nfld., eventually becoming managing editor, and he also did reporting for the Montreal Gazette.

The recent upsurge of Canadian nationalism could well be the strongest force in shaping the country's social, economic and political destiny in the 1970s. Growing numbers of Canadians, particularly among the new generation, are determined to build and preserve a distinctively free, open and egalitarian society. This would be a difficult task under the most ideal conditions. When the country that aspires to such a level of independence shares a continent with the richest and most powerful nation in the world, it poses an even more formidable challenge.

During Canada's first century, the United States supplied most of the capital and entrepreneurial skill to exploit and develop our resources and most of our primary manufacturing industries. A belated alarm over the extent to which Americans now control Canada's economy is the chief source of the current nationalist fervor. A nationalism grounded solely in anti-Americanism would be sterile and self-defeating. It is not anti-American, however, to seek to reclaim our country's economic and cultural heritage. It is not anti-American to want to avoid a repetition in Canada of the racial, urban environmental calamities now plaguing our southern neighbour. Cutting loose from what is at best a benevolent U.S. colonialism is simply the first prerequisite to the establishment of an independent and qualitatively better Canadian society.

One of the areas in which the process of disengaging the American ties will be painful and prolonged is in the Canadian labour movement. The integration of so many Canadian unions with American-based internationals is so well established that the achievement of full autonomy in this field seems almost chimerical. Nevertheless, the first tentative moves in this direction have already been made. At its biennial convention last May in Edmonton, the Canadian Labour Congress adopted three minimum standards of autonomy for its American-based affiliates (L. G., Sept., p. 640). They called for the election of top Canadian officers by the Canadian membership, their investment with decision-making authority in Canadian affairs, and provision of services appropriate to the Canadian milieu.

This code, although it is an important advance, is much weaker than one proposed by an influential group of reform nationalists at the convention. It omits several of the reformers' key proposals. One would have stipulated that sufficient dues revenue be retained in Canada and put at the disposal of Canadian officers to finance distinctively Canadian services; another would have given the Canadian branches the right to amalgamate, without having to wait for initial mergers of their parent U.S. unions. Even in their diluted form, the CLC's autonomy standards are not enforceable on the internationals. They are voluntary guidelines that each American union is free to observe or ignore. But the mere fact that the Congress, with close to three quarters of its members in the international fold, would even acknowledge the need for greater Canadian autonomy is in itself significant. It reflects an awareness of the growing nationalist sentiment among Canadian unionists, and the potential hazards involved in trying to resist it.

The consequences of an anti-nationalist policy could range all the way from simmering membership unrest to actual breakaways of some Canadian locals. Secession is very difficult, but not impossible—as the Operating Engineers, the Pulp, Sulphite and Paper Mill Workers, and the Retail, Wholesale and Department Store Union have found out. All have lost large segments of their Canadian memberships in recent years. Western locals of the United Transportation Union are also mounting a campaign for full autonomy, and will be pushing hard for it at the UTU's 1971 convention in Miami. These developments are only the first stirrings of the nationalist ferment now bubbling up within Canadian labour. Unless the internationals heed these incipient rumblings and grant effective self-government to their branches in this country, the next decade could see a titanic—and ultimately successful—struggle for Canadian union emancipation.

Indications are that union autonomists could rely on substantial help from the federal and some provincial governments. The concessions demanded by the CLC reform caucus parallel similar guidelines for Canadian union autonomy recommended by the federal Task Force on Industrial Relations—the Woods Report (L. G., May 1969, p. 269)—which may form the basis of new labour legislation scheduled for this fall. Already the Ontario Government has introduced proposed legislative changes that would facilitate the defection of American union members to independent Canadian unions.

The external affairs committee of the House of Commons, after a detailed study of Canada-U.S. relations, issued a report in July that also urged adoption of government guidelines setting forth minimum standards of autonomy for Canadian locals of American unions. The purpose of the guidelines was described unabashedly as giving support and encouragement to Canadian members of internationals seeking increased autonomy from foreign head offices. "These guidelines," the

committee stated in a press release, "would outline desirable objectives of Canadian control in such matters as internal administration of Canadian locals, election of officers, expenditures, and general social and economic policy."

Spokesmen for the internationals in Canada have reacted bitterly to what they regard as political meddling in their internal affairs. They have also tried to minimize the nationalist rumblings in their ranks, attacking the autonomists as a small minority of dissidents, troublemakers, and communists. **They contend that the Canadian labour movement could never sustain itself without American aid, and that international unionism is essential to deal effectively with multi-national corporations. They insist that the advantages conferred on Canadian workers by American unionism far outweigh the disadvantages.**

These arguments can be evaluated only in the context of the historic and structural realities of American unionism in Canada. It is important to understand how U.S. unions became so widely and firmly established here, and why so many Canadian workers joined them and have been satisfied for so long to be represented by them. The internationals began their penetration of Canada more than 100 years ago, at a time when Canada's weak industrial base and sparse population prevented a national union movement from being formed. By the time conditions became opportune for national unions, the internationals were too solidly entrenched to be supplanted. Their superior power and appeal proved overwhelming. Those unions that did not move into Canada of their own accord were invited in by groups of Canadian workers who were unable to survive independently. Canadian workers in those early days, as they are today, were primarily interested in the practical benefits of unionism. They did not consciously choose to join American unions because they were American, but because they were much stronger than the fledgling Canadian organizations and had more to offer.

There is no denying that the entry of American unions into Canada 50 to 100 years ago enabled many thousands of Canadians to improve their wages and working conditions much faster, and to a far greater extent than would have been possible otherwise. The infusion of large amounts of American union money produced stronger and more effective organizations than the national unions alone could have created with their limited financial resources. But the invasion of Canada by the internationals was not motivated by altruism alone. Some were actuated largely by a desire to prevent low wage competition from this country. As Prof. John Crispo put it in his definitive study of **International Unionism** (L. G., May 1967, p. 298) they believed that "they had to come into Canada to protect their flanks."

Another reason was the spillover of American business firms into Canada. The unions that had organized these companies' employees in the U.S. moved in along with the industries as part of the trend toward what the president of the American Federation of Labor described in 1903 as "a developing continental labor and product market." They found Canadians responsive to their organizing drives. "International unions," Crispo remarked, "symbolize the American standard of living that most Canadians crave. Many Canadian workers aspire to American standards and apparently feel that by belonging to international unions, they are most likely to obtain them."

Other reasons for international union expansion into Canada include the natural desire to grow in size and strength; to prevent other unions from taking over their jurisdiction in Canada; as a response to invitations from other unions or central labour bodies (the Seafarers' International Union being a classic example of the latter); and, in at least a few cases, simply because of the opportunity to collect more dues.

The extent to which the internationals now dominate the Canadian labour movement can be gleaned from the latest (1967) statistics released in the annual report of the Corporations and Labour Unions Returns Act (COLURA). The returns disclosed that in our Centennial Year: 64 per cent of all organized workers in Canada were members of locals chartered by U.S.-based unions; of the 1½ million workers represented by 117 unions affiliated with the CLC, 79.1 per cent belonged to 82 international unions affiliated with the AFL-CIO; 13 of the 20 unions in Canada with memberships exceeding 25,000, six of the nine unions with memberships over 50,000, and two of the three unions with 100,000 or more members were headquartered in the United States; of the 15,676 collective agreements in existence in Canada, 12,620—81 per cent—were held by international unions; 25 of the 30 executive officers of the Canadian Labour Congress were representatives of American-based unions; and practically all of Canada's chief export industries—including those in both primary and secondary manufacturing, such as automobiles, pulp and paper, steel, and chemicals—were covered by collective agreements with international unions.

In the ensuing three years, the pervasive influence of U.S. unions in Canada has not diminished; they remain by far the most dominant force in the Canadian labour movement. The top officers of most internationals in Canada are Canadian citizens, and they frequently claim that the Canadian branches already enjoy a large measure of autonomy. This claim is not supportable. In his book, Prof. Crispo estimated that only about 20 internationals—one in five—have actually "established a Canadian organization in the sense of a separate and distinct national setup." These are mainly the big industrial unions, such as the Steelworkers, the UAW, and the Food and Allied Workers.

It is true that the locals of most American-based unions exercise considerable autonomy in collective bargaining, but even in this area it is far from complete. Many internationals still reserve the right to approve or disapprove the terms of agreements negotiated in Canada. It is not unknown for American head offices to veto contracts approved by local Canadian members, or, conversely, to exert pressure for contract settlements unacceptable to the Canadian locals.

Two recent examples of this kind of intervention were provided by the Plumbers' Union, whose Washington office directed an appointed organizer in Canada to sign an agreement behind the backs of the Toronto local's members, forcing them to install prefabricated suites in a Holiday Inn motel. The Toronto plumbers staged a one-day protest strike against their U.S. president's action, but to no avail.

The Plumbers' president also ordered his western Canada organizer to bargain directly with contractors in British Columbia, bypassing the union's Vancouver Local 170. The Local's full-time business manager wired

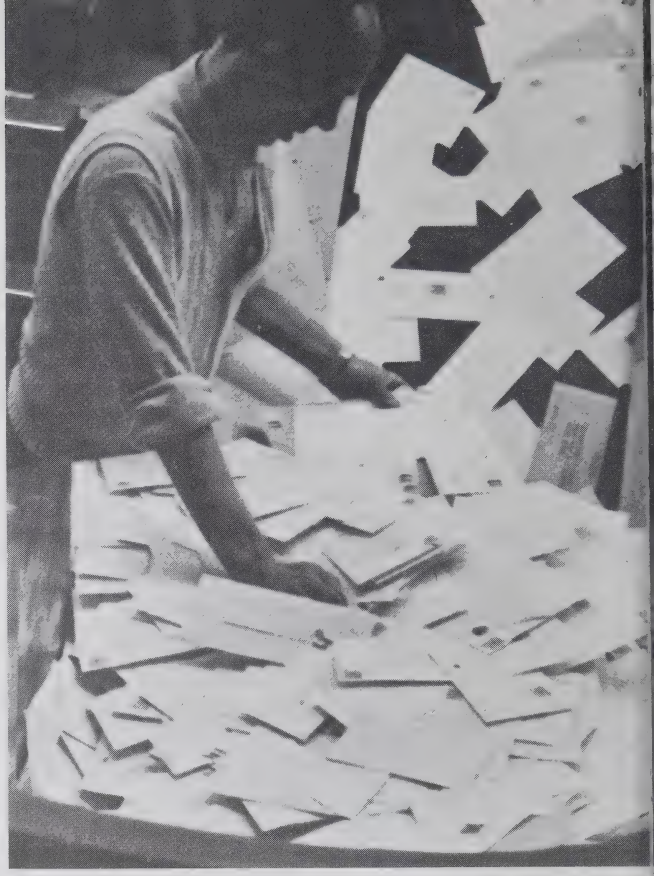


the president on behalf of the irate members, protesting the organizer's "refusal to sit with the democratically elected negotiating committee of this union local when dealing with company negotiators." There is no indication that the president paid any attention to this telegram.

When it comes to taking strike action, the right of final approval rests with international union headquarters. This is a logical extension of the internationals' control of strike funds. The U.S. leaders must be satisfied that a strike in Canada is justified, from their standpoint, before they agree to dispense strike pay. This control over the decision to strike, although it has not been noticeably abused by U.S. head offices, still constitutes a restriction of Canadian union autonomy in collective bargaining.

Some Canadian branches can claim, correctly, to have received much more in strike assistance from their U.S. parent than they have contributed to its strike fund. The Steelworkers are the most notable example of this largesse. Since 1968, their Canadian locals have put $4.1 million into the union's strike coffers in Pittsburg, and have taken out $12.3 million. That represents a subsidy of almost $55 for each Canadian member. It should be kept in mind, however, that the Steelworkers in the U.S. have a stake in maintaining a wage level in Canada that is at or near parity with the American rates. If the Canadian locals are not supported financially in their struggle to keep their wages up, the result could be a transfer of business and jobs from the U.S. to Canada, and mass layoffs of American steelworkers. The same principle applies to the Auto Workers and to other internationals dealing with companies operating on both sides of the border. If they give more in strike pay to their Canadian members than they receive, it is as much in their own self-interest as it is an act of charity.

The total figures on international union revenue and expenditures in Canada indicate that the American unions, in the aggregate, are now taking considerably more out of this country in dues than they are putting back. **In 1967, $35 million in Canadian members' per capita dues were paid to U.S. headquarters, while the internationals' expenditures in Canada for salaries, strike benefits, and pension and welfare payments amounted to $18 million. In the six years, 1962-67, for which records have been kept, the internationals are reported to have collected $166,322,000 in Canada, while pumping back $98,253,000.**



Granted, there are other expenses not recorded in the COLURA reports that some internationals incur in this country: the costs of education and research services, for example, and the publication of separate Canadian journals. But, with the exception of the large industrial unions, few internationals provide extensive services of this kind to their Canadian members. Their total expenditures for such purposes would certainly not have added up to another $17 million in 1967. The most liberal estimate would be about $7 million. So it can be safely assumed that the internationals, collectively, made a "profit" that year of at least $10 million on their Canadian operations, and over the six-year span, approximately $45 million.

Of course, even if this net outflow of Canadian union monies to the U.S. could be authenticated, it would not constitute an indictment of the internationals. As Prof. Crispo has pointed out, "they could not be accused of engaging in a kind of profiteering. At least, an economist would not take that view. By his reasoning, international unions would have a right to a fair return on their past investment, and that return would have to be relatively large to compensate for the risks involved." From a nationalist viewpoint, however, the disclosure that the internationals are now reaping an annual net surplus of $10 million or more from their operations in Canada would effectively demolish the argument that the Cana-

an labour movement cannot be financially self-supporting. Even the incomplete COLURA figures establish beyond much doubt that the financial aid of American unions is no longer essential to the viability of Canadian labour. If the $35 million in dues—now probably more than $40 million—collected each year from Canadian workers were retained in Canada it would easily finance the functioning of a purely national movement, without need for any outside help.

This would be especially true if financial autonomy were accompanied by a badly needed streamlining of the structure of Canadian labour. The dependence of so many small Canadian branches of internationals on their parent unions is artificially maintained. Forty American unions have fewer than 5,000 Canadian members, who, if cut loose, would be unable to survive as separate units. Some internationals have fewer than 1,000 members in Canada. There is no rational basis for their existence, other than as appendages of much larger American organizations.

The multiplicity of small union fiefdoms is a direct outcome of the Americanization of Canadian labour. It is generally agreed that the best interests of Canadian workers would be much better served by a labour movement composed of fewer and larger unions. Ideally, the number would be no more than 30, but even a reduction to 50 unions from the present 161 would be a big improvement. Unfortunately, the Canadian sections of international unions cannot merge with one another unless their parent unions first merge in the U.S. As the parent unions, in most cases, are self-sustaining, they do not feel the same urgency to amalgamate as do their Canadian branches. The few mergers of internationals that have occurred in Canada in recent years—such as that between the Steelworkers and the Mine, Mill and Smelter Workers—have come as sequels to prior mergers across the border. The continuing fragmentation of Canadian labour leaves many thousands of union members without adequate servicing or bargaining powers.

Addressing the annual convention of the United Glass and Ceramic Workers of North America at Miami Beach in July, CLC Secretary-Treasurer William Dodge spelled out the price of this U.S.-imposed dispersion. "What concerns us," he said, "is that very few of these internationals with small Canadian memberships are able to maintain the kind of operation Canadian union members are insisting upon more and more—education programs, research facilities, social action programs, and publications—all designed to operate within the framework of Canadian economic and social trends." The solution, he added, rests in union mergers, which the CLC is actively encouraging. CLC "encouragement" alone is not likely to have the desired effect. If supplemented by mounting rank-and-file pressure, however, it could result eventually in broadened Canadian union autonomy, perhaps even including the right to merge when Canadian, rather than American, conditions are favourable.

The campaign for Canadian merger rights would gain great impetus if supported by the top Canadian officers of the internationals. But this support shows no sign of materializing on any large scale. Most of these top officers, along with their staff, are appointed by their international presidents. They are expected to maintain peace in the "colonies", not stir up the natives. These satraps receive handsome American salaries and expense allowances, and their jobs are secure as long as they refrain from rocking the boat. They are uncomfortably aware that the achievement of Canadian autonomy would require them to win election by the Canadian membership, and would add greatly to their duties without increasing their pay. Moreover, they would then be unable to "pass the buck" to their U.S. head offices, as many are now prone to do.

It is to the credit of a few Canadian directors of American unions that, although they stand to gain nothing personally from greater autonomy (except, perhaps, self-respect), they are actively pushing for it. The majority of them, however, are content with the status quo, and even do all they can to squelch autonomist uprisings among their memberships.

International union defenders argue that the national union movement is splintered among nearly as many unions as are the American affiliates. Superficially, there would seem to be some validity to this charge. Statistically, there are 94 American unions in this country, and 67 national unions. Eleven of the latter however are integrated in the structure of the Québec-based Confederation of National Trade Unions, whose 210,000 members are anything but fragmented. Of the remaining 56 national unions, 39 are relatively small independent bodies, many with only one local and a few hundred members. Most of these small unions are now affiliated with a recently founded central organization called the Council of Canadian Unions, with headquarters at Brantford, Ont. Its total affiliated membership is estimated at about 20,000. The remaining 17 national unions—including the huge Canadian Union of Public Employees, the Public Service Alliance of Canada, the Canadian Brotherhood of Railway, Transport and General Workers, and the Canadian Union of Postal Workers—are affiliated with the Canadian Labour Congress. Among them, they represent

nearly 400,000 workers. CUPE, with 130,000, and the PSAC, with 120,000, are both products of mergers between smaller national unions, and they have set up joint servicing facilities that could be the forerunner to the biggest all-Canadian merger of all.

The national unions within the Congress have just about reached the limit of practical merger possibilities with one another. They now find the road to further consolidation blocked by the international affiliation of the other CLC unions. The logical merger outlet for the CBRT and GW, for instance, is with one or more of the other 16 railway unions operating in Canada. The CBRT members, however, insist on retaining their Canadian identity in any merger, and decisively voted down a proposed liaison with an international union last year. As all the other railway unions are American-based, any merger with the CBRT on a nationalist basis is precluded. Some rationalization has taken place among the internationals themselves, especially the running trades—originating in the U.S. and encompassing the Canadian branches—but railway unionists in Canada remain badly divided.

Another point that is seldom mentioned is that the affiliation of the biggest national unions with the predominantly internationalist CLC contributes greatly to the proliferation of small national unions outside the Congress. The established jurisdictions of the American unions in Canada are zealously guarded by the CLC, whose national affiliates are prohibited from trespassing. Groups of international union members who wish to transfer to one of the CLC's national affiliates via the "breakaway" route thus find the nationals' doors barred to them. Unions such as CUPE and the CBRT are also compelled to refuse membership to workers—organized or unorganized—in industries that fall under American union hegemony. The result is that growing numbers of tiny organized groups, denied a haven with the major national unions, except for the CNTU in Quebec, have had to struggle for survival as independent organizations. The fragmentation of Canadian labour by the internationals has thus generated a corresponding division within the national union movement.

A favourite claim of American union apologists is that international unionism is now imperative for effective bargaining with multi-national corporations. This is the new gospel of the continentalists. The benefits accruing to the Canadian auto workers and steelworkers in being able to dicker with employers operating in both Canada and the U.S. are repeatedly cited. There is no doubt that a harmonious relationship is necessary between unionists on both sides of the border who are employed by the same companies. But does this co-operation have to take the form of organic unity? Might not the same results be obtained through consultation and co-ordination of effort between two autonomous steel unions or auto unions, operating with independent structures but with joint strike funds? After all, many North American firms have plants in Britain, France, Japan and other countries, all of whom have independent labour movements. Surely these many national groups do not have to be swallowed up by gargantuan multi-national unions to develop a co-operative approach in collective bargaining. Organic integration on this scale would be impossible, in any event, until the millennium of a One World government is achieved. Meanwhile, the labour movements in other countries will insist on preserving their freedom to represent the national interests of their members. **Only Canada, of all the nations in the western world, has permitted its labour movement to be dominated from another country. If a World Parliament of Labour, or a universal labour co-operative movement, ever does become a reality, Canada alone will be unable to speak or act as an independent member. It will inevitably be regarded as an American satellite, so long as most of its union components are controlled from headquarters in the U.S.**

Even if it were conceded, for the sake of argument, that organic unity was indispensable between Canadian and American unions representing employees of the same companies, what about the many American-based unions entrenched in purely Canadian enterprises? What about the international railway unions? There is no imaginable reason why the employees of the Canadian National and Canadian Pacific railways should not all be members of a single national union instead of being scattered among one national union and 16 internationals.

Canadian leaders of the large industrial American unions, such as Dennis McDermott of the UAW and William Mahoney of the Steelworkers, often parade their autonomy as if it were representative of all internationals in Canada. The fact is that the degree of self-government they enjoy is the exception rather than the rule. It derives from the size of their Canadian membership (Steel: 150,000, UAW: 120,000), their elective rather than appointive status, and the strength of their personal and political influence. They exercise substantial autonomy because they are big enough to demand and get it, not necessarily because it is spelled out in their constitutions. The same applies to other large Canadian sections of U.S. industrial unions, such as the International Woodworkers of America and the Pulp, Sulphite and Paper Mill Workers.

Most other international union branches in Canada, however, do not fare so well. The measure of autonomy that they are granted varies widely, depending on the

whim of international officers, the size and mood of the Canadian membership, and the calibre of the top officers in Canada. Four out of five do not come close to the minimum standards of autonomy and servicing enunciated by the Woods Report, the CLC reform caucus, and the Commons external affairs committee. The craft unions, always among the most tightly controlled from the U.S., have been compelled for many years to refer inter-union quarrels over work jurisdiction to the American Joint Board for Settlement of Jurisdictional Disputes, in Washington, D.C., instead of to a Canadian arbiter.



The "trade departments" established by the craft unions in the U.S. have chartered branches in Canada that function independently of the CLC and are more responsive to U.S. than Canadian policies. The departments that are active in Canada cover the building and construction trades, the metal trades, and the maritime trades. They have on occasion harboured in affiliation unions that have been expelled from the CLC, such as the Teamsters and the SIU.

Building trades councils chartered by the AFL-CIO confine their membership to American unions and will not admit Canadian-based organizations. They go even further. In many cities in Canada they force contractors to employ only members of the international craft unions, and extend this boycott against national unionists to cover subcontractors and trucking firms delivering materials to building sites. Trucks driven by members of the Canadian Brotherhood of Railway, Transport and General Workers have been continually harassed by the construction unions when they attempt deliveries to building sites. The craft unions insist that all such trucks must be operated by Teamster union members. To protect its members' jobs, the CBRT, after many futile appeals to the CLC and provincial federations, has been obliged to seek court injunctions against the American unions' boycotts.

A handy yardstick by which Canadian autonomy may be measured is the accessibility to union funds in Canada. That portion of the union dues that is retained by, or remitted to, the locals is, of course, theirs to be used as they see fit. By far the largest share of the per capita dues, however, goes to the internationals' U.S. headquarters. Some boast that they invest or bank all their Canadian revenues in Canada, and indeed their assets in this country total nearly $100 million. But this money might as well be in Switzerland for all the control the Canadian branches have over it. With very few exceptions, these funds are administered and dispensed from the U.S. head offices. If the top Canadian officers require cash for any purpose other than their routine expenses, they must petition their international secretary-treasurers.

The hand that holds the purse-strings also controls to a great extent the ability of the Canadian branches to implement new ideas or programs, or to give assistance to other unions in trouble. Chronic financial malnutrition is a characteristic of most sections of American unions in Canada. The latest illustration was provided by the appeal of the postal unions for monetary support in their battle to breach the federal Government's 6 per cent wage guideline. Some of the national unions, with direct access to their funds, promptly made generous donations; the CBRT was the first, pledging $35,000 and forwarding a cheque of that amount within a few weeks. In comparison, the internationals' response was a bare trickle. Their Canadian directors and vice-presidents could only relay the postal unions' appeal to their locals, and begin the laborious process of trying to wheedle a more substantial contribution from their U.S. head offices.

If genuine autonomy is to be won for Canadian international unionists, the provision of adequate funds for Canadian purposes—along with the other minimum standards of self-government—must be clearly specified in international union constitutions. It should be understood that the rights of Canadian locals derive solely from these constitutions, which are primarily American documents drafted to suit American needs. It is the international constitution that grants the right to strike pay, pensions, welfare benefits, the scope of jurisdiction under collective agreements, and the right to hold property and other assets. It is the constitution that subjects Canadian locals to the same laws, regulations, disciplinary actions and penalties that are applied to their American counterparts.



In 1967, the last year for which records are available, American unions put 26 of their Canadian locals under trusteeship. This is one of the most effective methods at the disposal of the internationals to keep rebellious locals in check. It consists of rescinding all of the local's constitutional rights and appointing a trustee, receiver or supervisor to handle all its affairs. Whether American unions have abused their trusteeship powers in this country is debatable. The significant point is that the **authority is vested with the U.S. parent unions—if they chose to exercise it—to make their control over their Canadian sections total and absolute. Incidentally, whenever this prerogative of the internationals has been challenged in Canadian courts, the verdicts have upheld the legal view that a union local affiliated with an American-based union is not a separate legal entity, and that its assets (even its bargaining rights) are the property of the parent body.** This all-embracing control has been used several times by U.S. unions to thwart attempts by insurgent locals to break away, despite the pro-secessionist sentiment of a majority of the local membership.

Looking to the future, it is apparent that the internationals' firm grip on the Canadian labour movement will not easily be loosened. But the struggle for union autonomy, though it may be long and arduous, will ultimately succeed. The "sleeping giant" of Canadian nationalism has awakened, and will not rest again until some measure of self-government is attained in all spheres of Canadian life. Hopefully, it will be accomplished within the labour movement by a process of persuasion and a voluntary relaxation of U.S. control. A few far-sighted international union officers in Canada have risked their jobs by urging their head offices to bow gracefully to the inevitable. A letter sent earlier this year by one of them to his president in the U.S. is worth quoting at length.

"Our union should provide a greater degree of autonomy to its Canadian members," he wrote. "This envisages a greater control over their own affairs by Canadians, but does not countenance any suggestion of breaking away from the international. Such thoughts are merely a reflection of a very widespread mood prevalent throughout Canada today. They reflect the sincere desire of a mature people to exert a greater influence on their own destiny ... They are intended to be a calm but resolute assertion that Canadians now wish to play a more positive role in directing their affairs, and to do this, control of those affairs must rest within their own country. The delegates to the recent convention of the Canadian Labour Congress unanimously passed a resolution endorsing more autonomy for the Canadian sections of affiliates so bewilderingly fast that it could only be concluded that opposition simply did not exist.

"If our union is to realize its full potential, I respectfully suggest that the Canadian officers discuss with you the matter of amending the constitution at the next convention to the degree necessary to provide for the following: the election of Canadian officers by Canadians at a Canadian convention; retention in Canada of Canadian funds and control of them by Canadians; establishment of a central Canadian office with a Canadian director authorized to speak for the union in this country, and with sufficient staff to adequately serve the membership; and formulation of Canadian policy and its execution by Canadians. If we can accomplish this, we will have taken a giant step toward enlightened trade unionism. I respectfully suggest we should do no less."

If more Canadian officials of American unions would follow the courageous example of the writer of this letter—and if their U.S. superiors responded favourably—we could witness a gradual but discernible growth of labour autonomy over the next few years. But these are big "ifs." **Nothing in the past history of the Americanization of Canadian labour encourages belief that the majority of U.S.-based unions will willingly yield self-governing rights to their branches in Canada. The eventual solution may have to take the form of political action. The Commons external affairs committee decided against recommending that its autonomy guidelines for international unions be enacted as legislation. This is, however, only a temporary reprieve for the internationals.** If they fail to take advantage of it by granting Canadian autonomy voluntarily, the buildup of political pressure to make them do so by law will become irresistible. Either way, we can look forward with some optimism to the emancipation of the Canadian labour movement before the end of the 1970s.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Problems of the older worker

by Peggy Butler



Peggy Butler is Editor, Task, published by the Ontario Department of Labour. The accompanying article first appeared in the Summer number of that publication.

"The hardest thing is that your friend can't find time any more to have coffee with you." The speaker is a former Toronto sales manager, unemployed for the past two years. He's healthy, he's aggressive, he'a a hard worker, he has always paid his way. But although he has made hundreds of written and personal applications in the past 24 months, he is out of work.

Out of the blue, he lost the job he had held for 12 years, at an annual salary that mounted to $16,000, because of a merger and subsequent reshuffle of staff. At first he applied for positions only at the level he had achieved or higher, secure in the knowledge that he was qualified and experienced. Now his aims are lower. He's answering advertisements calling for bookkeepers, senior clerks. But he still hasn't got his foot back inside the closed door of the work world.

Why? Because he is 50 years old. And if he were an out-of-work clerk, factory hand or waiter, the chances are that his story would be the same. He is grappling with the problems of the older worker.

The word "old" is purely subjective. To the teen-ager, 30 is "old"; to the adult, "old" may mean 55 to 60 or 70. Most of us think of the older worker as someone getting ready for retirement. But anyone dealing with the sociological or economic aspects of aging knows that, today, the older worker can be a man or woman of 40 or even 35 who experiences difficulty in finding work because of age.

The sweeping and ever-accelerating changes that have taken place in the past half-century throughout the world have been accompanied by unprecedented advancement in all fields of knowledge and technology—and by a social revolution the impact of which is not yet fully understood. Never before in history has there been such awareness of the needs and attributes of youth—yet, in all regions of the world, it is the old who are multiplying faster than the total populations.

Life expectancy

According to figures published by the International Labour Organization, **from 1950 to 1960, the world's population grew by 1.6 per cent a year, or by approximately 42 million persons each year; the old population (those 60 years of age and over) grew by 2.5 per cent,**

or by 4.5 million persons per year. There are at present over 200 million old people in the world. By 1975 it is estimated they will number some 300 million, increasing by around 6 million annually.

The life expectancy of the average Greek in classical times was 18. A hundred years ago, the average life expectancy in the western world was probably around 30. Today, one out of every 14 persons in the world is 60 years of age or older. In the USSR, the proportion is one out of every 11; in North America and Europe, it is one out of every seven.

Yet, although advances in health care, nutrition and related fields have not only lengthened the span of life but vastly improved the quality of life in the latter years, there is evidence that older people are facing major difficulties because of their age. And in the labour market the age at which the term "older worker" is applied to a man or woman is getting lower instead of higher, as the increased vigour and better health of today's older population would lead one to expect.

Over the past 10 or 15 years, there has been growing concern throughout the world over all aspects of the aging process and especially over the problem of age discrimination in employment. A number of important studies have been undertaken and conferences held, several of them in Canada.

Society's responsibility

At the 46th session of the International Labour Conference in 1962, the Report of the Director-General, on "Older People—Work and Retirement," underlined the necessity of arousing public conscience "to a better understanding of the difficulties of older persons, and the need to overcome those difficulties in a positive way in order to **fulfil the responsibility that lies on every society to make the best possible use of the skill and experience of its citizens, to provide them with equality of opportunity and treatment, and to ensure to them the respect, maintenance and comfort due to them when their long working years are over."**

Surveying the occupational distribution of older persons in economic life in member countries, the Report noted that, as people grow older, their range of choice about work narrows, and they often have to take jobs that youth disdains, jobs relatively poorly paid and jobs held in little social regard.





"Many of the employment difficulties of older people grow out of generalized, subjective and false impressions about 'older workers' and about their capacities for work and adaptation. This tends to breed prejudice for no good reason and with no objective basis: prejudice that cannot be easily eradicated, no matter how illogical it is."

In the United States, the Special Committee of the Senate on Aging reported that, in 1964, about three and a half million workers 45 years or older were involuntarily unemployed at one time or another. The committee expressed concern over the length of time they were likely to remain unemployed. "The duration of unemployment among older workers has grown relatively worse in recent years. Also, the problem area is increasing significantly because the absolute numbers of older persons, and therefore the number of persons who may be the victims of age discrimination in employment, is growing rapidly."

In many countries, there is now legislation to prevent age discrimination. In 1966, the Government of Ontario passed The Age Discrimination Act, administered by the Ontario Human Rights Commission, "to assure that able and qualified workers between the ages of 40 and 65 are afforded equal opportunities to seek and secure gainful employment on the basis of their individual ability to perform the job."

But the increase here and elsewhere in recent years in the number of newspaper articles, case histories and letters to the editor reporting the hardships of middle-aged and older workers in job-hunting would indicate that the problem is far from being solved. Since the Act came into force, the number of complaints dealt with by the Age Discrimination Division of the Ontario Human Rights Commission has grown each year, and the program of education and publicity undertaken by this branch has expanded considerably.

"Unfortunately, the myths that work against the employment of older persons persist stubbornly," says George A. Brown, Administrator of The Age Discrimination Act. Although his branch handles about 200 complaints and inquiries a year, Mr. Brown believes this is but a small proportion of the real problem. "Our work is hampered by the reluctance of older people to come forward and lodge a complaint of discrimination on the grounds of age. They're afraid of what the neighbours will think, or of being labelled trouble makers."

To promote greater awareness of the subject, the Age Discrimination Division sponsored a one-day seminar in Toronto on June 4 with the theme. "The Older Worker in Today's Economy and Community." It was attended by nearly 300 delegates, representing business corporations, unions, government and voluntary bodies, employment agencies and management consultants, as well as human rights agencies from across Canada.

It is difficult to find facts and figures that show a precise picture of how age is affecting employment, but it is clear that **older people, and therefore older workers, form a large proportion of the population. Recent Dominion Bureau of Statistics figures indicate that, in Canada, workers over 45 account for almost a third of the total labour force.**

Between 1951 and 1968, Ontario's total population increased from 4,597,600 to 7,306,000. In 1968, one out of every four persons was 45 years or older, and one out of every two in this group participated in the labour force. But a breakdown of the figures shows that, although in the period 1951 to 1968 the number of people aged 45 to 64 in the labour force increased from 518,000 to 898,000 (an increase of 57.7 per cent) and the number employed rose from 512,000 to 875,000 (an increase of 70.9 per cent), the number of unemployed rose from 6,000 to 23,000. This represents an increase of 283.3 per cent.

Whereas the population of persons aged 65 and over rose from 400,400 to 593,500 in this period, the number in the labour force declined from 89,000 to 86,000. The number employed fell from 88,000 to 83,000, a decrease of 6 per cent. But the number unemployed rose from 1,000 to 3,000—an increase of 200 per cent. The participation rate for this group fell from 22.2 to 14.5 per cent.

Certainly earlier retirement and improved pension plans have a bearing on the decrease in the older worker participation in the labour force. And studies indicate that most older people who are well adjusted and have made financial provision look forward to retiring at 65 or younger. But **there is no way of knowing how many older workers are forced to leave by compulsory retirement policies, even though they may be able and willing to continue working. Their chances of finding alternate employment are slim.**

In the 1950s, pensions were one of the major obstacle to the hiring or retention of middle-aged and olde workers cited by employers. Many employers were re luctant to hire workers who were ineligible because c age from entering their pension plans, or whose servic would be too short to provide an adequate retiremen income.

Old age security

But, as H. L. Douse, Chief of the Section on Olde Workers, Manpower Utilization Branch, Canada De partment of Manpower and Immigration, points out the progress in liberalization and flexibility of pensio planning has ruled this factor out as a major barrier With the establishment of the Canada and Quebe Pension Plans and the Old Age Security Program, every worker today can be assured of some retirement income And as many employers have integrated their privat pension plans with the Canada Pension Plan, they have reduced their own costs so that the older new employee is no longer the liability once claimed.

What then leads to the persistence of the myth that at some arbitrary age, ranging from 55 to 40 or younger a worker is on the decline? Because there's no doub that it is becoming tougher for the man in his 40s to get a job, according to a leading Toronto management consultant whose firm places executives in advertising sales, marketing and general management.

"The term 'older worker' is coming down to include the 40-year-old, and the number of top-flight people out of jobs because of their age is too high. I know too many men with brain power and proven records in their careers who are sitting on the beach because they're 50.

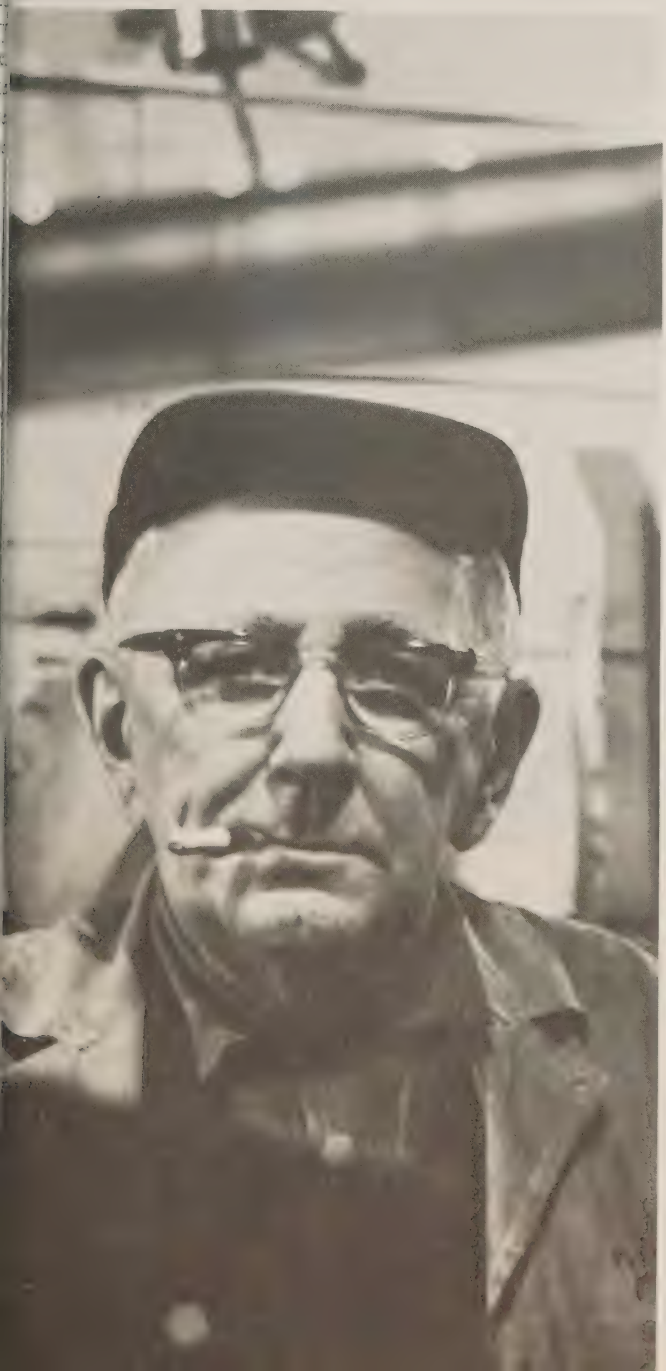
"Men of real ability may wait two years to get another job because they are between 40 and 50. They are having to compete with applicants of 25 to 28, with a degree and four or five years experience. Often the employer thinks of the older man: 'He's not really promotable—for less money I can get a brighter kid, more able to communicate in today's world'.

"When people who want to change jobs at that age come to consult us, we tell them not to move until they're certain of employment. In industry, if an executive earning over $16,000 a year loses his job through no fault of his own—changes in management and so on—he's going to have a hard time getting another job if he is over 40. In advertising, his career in the profession is dead.

Myth and paradox

"This is a terrible waste of competence and ability. And it destroys a man who has been a leader, a decision maker, who has maybe run an operation of up to 500 workers."

"Our society today is more youth-oriented than ever before," says George Brown. "And, unfortunately, many people, as they approach 40, themselves help to contribute to the myth surrounding older workers. They become afraid of appearing 'square' and 'not with it', and they feverishly adopt the mod clothes and mannerisms of the young.



"Advertising plays a big part in fostering this youth image. Never before has the potential buying power of the teens and early 20s been so enormous. **As a result of this image of young, swinging, sophisticated consumers, the fear of being thought a has-been is unconsciously developed in the over-30s. The paradox is that it is taking youth longer than ever before to reach the labour force—more training, longer in college and university—so that often a worker does not become effective till he is 25.**

"Linked with this is the fact that older people are vigorous to a much greater age than ever before. It is therefore ironic that now, of all times, there should be this prejudice that a person is on the decline after he reaches 40. By this irrational thinking we are compressing a worker's effective career span into 20 years—from 25 to 45."

One of the myths is that the older worker is more accident prone. Another is that work performance slows down in the 40s and 50s, and yet another that the older worker lacks flexibility, is difficult to train, is less thorough or mentally alert than the young employee.

"These are all areas where it is impossible to generalize on the grounds of age alone," says Mr. Brown. "But a Canada Department of Labour survey found that, in the important areas of general productivity, judgment, staying on the job, and care of equipment, of machinery and of themselves, studies conclusively prove that the older worker is superior.

"Then there is the charge that older workers lack dynamism and are slower to change. Many employers refuse to employ an older person because they say they want a younger person to train up in the image of the corporation—yet job mobility is the order of the day, and younger workers tend to switch jobs to gain greater experience in their professions.

"There is also the paradox that, if a man has been in the same job for 20 years, employers say he is too rigid, slow to adjust, and lacks aggression or curiosity. If, on the other hand, he has had 10 jobs in 20 years, they say he lacks stability."

Balanced force

Responsible employers recognize that ability is ageless and that individual differences vary enough to make arbitrary age limits invalid. Out of a total staff employed by Ontario Hydro, one of the world's largest public

utilities, almost 50 per cent are between the ages of 40 and 66. "We have found in our industry that a balanced work force of young and older workers tempers the enthusiasm and vitality of youth with the maturity and stability of age," says Dr. Donald K. Grant, Director of Medical Services for Ontario Hydro.

"Enlightened modern industrialists have come to realize that the men and women who run their machines and administration are their most precious and valuable asset. Unlike the machine he uses, which begins to depreciate as soon as it is set up on the shop floor, the value of the employee actually increases with age and experience. A capable and reliable employee represents many years of investment, and often cannot be replaced immediately as can a machine when it breaks down."

Dr. Grant says that **experience with older workers and surveys of large industries have shown that they are superior to younger workers in dependability, attendance, punctuality, judgment and human relations. They are somewhat inferior to younger workers in learning new skills quickly, in speed of operation, stamina and physical agility.**

"Occupational physicians are working closely with personnel officers to explode the myth that men and women over 40 should not be hired. Most of the key people in industry, the professions, politics and public service are 40 or older, and if everyone past 40 were suddenly withdrawn from the labour force, our national economy might well grind to a standstill."

Work performance

The Report of the Director-General to the International Labour Conference in 1962, referred to earlier, cites a number of studies on age and work performance that indicate that "the popular notion of aging in relation to work has to be radically revised in the modern world; economically, socially, physiologically, psychologically, and in human terms, it is out of date and inadequate. Today the capacity for work persists far longer than is commonly recognized. Indeed, work capacity may on the whole increase rather than deteriorate with advancing years, and both efficiency and responsibility may be higher amongst older workers than amongst younger ones, more often than is generally believed."

One of these studies was undertaken in France, and it reported that a quantitative reduction in output commonly sets in only after the age of 60 in the metal trades and in the mechanical and electrical industries, and only after the age of 65 in the building trades. It was also found that output reached a high peak during the 50s for workers in commercial and administrative fields and for engineers.

The Report quotes a survey of older workers in two large department stores in Canada which showed that, on the whole, the older workers performed their work as well if not better than the young workers; that their **output increased with age to a certain extent, even taking account of length of service, perhaps attaining a maximum soon after 50, and stabilizing or slightly declining thereafter, though still holding their own with young workers; and that their output increased with experience, perhaps even more rapidly than did that of young workers.**

Several surveys of comparative job performance by age among both factory workers and clerical office workers in the United States show similar results. For both groups, there was relatively insignificant variation in average performance among age groups, but wide variation in average performance among individual workers within age groups. A large proportion in the higher age groups turned in a better than average performance. Moreover, studies of labour turnover by age groups have shown that, as a general rule, turnover is almost invariably not as high among older workers as among younger workers. In 17 undertakings surveyed in Great Britain in 1957, the labour turnover rate was 32 per cent for men 25 to 39 years old, and only 11 per cent for those 40 and over.

Yet, despite accumulating evidence to the contrary, the argument persists that the older employee must give way to the younger one. As reported in the Toronto Star in April, William R. D. Martin, Director of the Management Centre of the University of Michigan and Wayne State University, told an audience of 800 members of the Personnel Association of Toronto that half the employees over 55 in any company should be fired within the next three to five years.

Old Charlies

The main reason for getting rid of the "Old Charlies" in a firm was to open up the lines of promotion for the "young chargers," the development men, who must be brought in. Mr. Martin said that **at least five U.S. corporations are now engaged in firing half of their employees over 55, especially at the executive level. He is quoted as saying that studies have shown that 40 per cent of discharged older employees found other employment and were "happy doing bookkeeping three days a week."**



According to the report, the address ended to loud applause. But one member of the audience had a question: "Where do all the old Charlies go—that is, after the generous settlement that lasts about 18 months?"

One of these trying to find out is Irvine H. Williams, Chairman of the Metro Employment Research Foundation, a registered charitable organization that acts as a fact-finding body and counselling service on the job problems of the over-50s. Since Mr. Williams helped set up the foundation two years ago, when he himself lost his executive job at 50 and could not find other employment, hundreds of older workers have turned to him for assistance.

"The dumping process is happening every day," says Mr. Williams. "An employer hands a worker who is between 50 and 55 back his contributions to the pension fund, gives him a couple of months salary and says, 'Good luck, Ron; you've worked hard for us and we're grateful—why don't you go out and get another job while you still can'. This is often done with the best of intentions. Then begins the long and often hopeless battle to find employment."

One such case spent six months looking for work after he lost his job as advertising manager for a large retail organization. He was luckier than most. After 198 personal interviews, in which he was told he was overqualified or too senior, he applied and was accepted for a government agency post in a different field of work and at a much lower salary than he was accustomed to.

J. W. Eleen, Research Director of the Ontario Federation of Labour, believes that the problem is aggravated by the conflict between private industry's need to maintain maximum efficiency and society's need to keep as many people as possible working for as long as possible.

"It is only a matter of degree how prolonged unemployment affects the executive and the blue-collar worker," he says. "For the executive who loses his job at 45 or 50, it means that he can't find work at his level—in the end, when he has swallowed his pride, he can usually get a job at a lower level. It may take two years before he is prepared to take a wage cut, which will lower his status; but, in most cases, work will be available.

"But, for the blue-collar worker, it is not a question of lowering his status—he just can't get a job. I have the feeling that many blue-collar workers over 45 who become unemployed through no fault of their own become unemployable.

"I believe that, **in the overall interest of society, private industry will have to amend its objectives. I also believe that some day a job will be a right to which all workers will be entitled. There will also have to be a change in our attitudes. Today, when a man loses his job he has lost his place in society—once you're out of work, you have ceased to exist.**"



This is a view with which Sister St. Michael Guinan, Executive Officer for Research in the Department of Social and Family Services' Office on Aging, will agree. "In our continent, the man who has no employment has no role to play in society and, as a result, has no title to respect or dignity, that respect or dignity due a man simply because he is a member of the human race."

By 1979, the Government of Ontario expects to have the most penetrating and comprehensive record of what happens to a man and his family from the time he reaches middle age until he faces retirement. The Office on Aging is now half way through a unique long-term study of aging that began in 1958 with a sampling of 2,000 men of 45, ranging from labourers and skilled workers to teachers and lawyers, and will continue until the survivors reach 65.

Each year, the participants answer a questionnaire, and interviews are held by field workers from the regional offices of the Department of Social and Family Services. The purpose of the project is to evaluate over the years the socioeconomic and health changes that accompany aging; the ways adjustments are made to alterations in the manner of living; and the effectiveness of all services (current and contemplated) for aging persons.

Apart from the personal tragedy, there is no way of measuring the ripple effect on society as a whole of the prolonged unemployment of an older worker. He is probably in the period of maximum financial responsibility, with mortgage and insurance payments to meet, children to support and a rising standard of living.

Even if he were willing to retire from active employment, he probably doesn't have enough pension credit to retire with sufficient funds to keep up with his expenses. If he has saved money toward his old age, it will quickly be used up if he faces a year or two of unemployment. And if he has no savings to fall back on, sooner or later the family will be in serious difficulties from which it may never recover. For many such families, the end of the road is going on welfare; but, unless they are destitute, even this door is closed. "Anyone around 40 or 45, in fact anyone under 60 who has $100 in the bank doesn't qualify for any help if he loses his job and cannot get back into the labour force," says Moses McKay, Secretary of the Welfare Committee of the Metropolitan Labour Council.

Cost to community

According to figures published by the ILO, the dependency load on the community is becoming heavier. In 1950, every 100 persons of working age in the world supported 64 young and 12 old persons. By 1975, it is estimated that the figures will be 69 young persons and 14 old. "Hence the general picture is of a world with an aging population," states the Report of the Director-General of the ILO. "This can mean more older workers in the labour force and does mean more old people for society to consider and to some extent to support.

"We will have to see that the practical implications of these trends are faced squarely and in good time in order that our economic and social policies and measures may be reoriented and refashioned to meet the problems of the growing numbers of older people in every society."

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of labour.)

Employment fatalities

Second quarter, 1970

There were 157 employment fatalities in Canadian industry during the second quarter of 1970 according to initial reports submitted to the Department of Labour. This figure compares with the final total of 274 fatalities reported for the second quarter of 1969—115 more than the previously published total of 159 for that quarter (L. G., Nov. 1969, p. 668). These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They include also deaths resulting from industrial diseases.

During the second quarter of 1970, only one multi-fatality accident was reported, resulting in the death of 12 workmen. Four ferry officers died with the eight fishermen they were attempting to rescue from the sinking herring seiner **Enterprise**, during a storm off the coast of Cape Breton, N.S.

Of the 157 fatalities reported, the largest number, 34 or 21.7 per cent, occurred in the construction industry (see Table H, p. 832, for complete statistics). Thirty fatalities occurred in transportation, 29 in manufacturing, 19 in mining, 13 in forestry, 13 in public administration, eight in fishing, six in trade, two in service, and one each in agriculture and finance. There was one fatality reported with no specified industry.

Table H indicates that, for the seven age groups analyzed, 24.2 per cent of the fatalities occurred in the 45-54 age group; 21.7 per cent in the 35-44 age group; 19.7 per cent in the 25-34 age group; 11.5 per cent in the 55-64 age group; 10.2 per cent in the 20-24 age group; and 3.8 per cent in each of the 14-19 and 65-and-over age groups. For eight fatalities, or 5.1 per cent, no ages were given for the workmen involved.

The occupational group of craftsmen incurred the largest number of fatalities with 53 or 33.8 per cent of the total. The smallest number occurred in the clerical group with 0.6 per cent of the total or one fatality. There were no fatalities recorded for farmers or farm workers.

Table H indicates also that most of the reported accidents were the result of various falls and slips. Of the total number of fatalities, 42 or 26.7 per cent occurred in this way. Collisions or derailments were the cause of another 39 or 24.8 per cent, and being struck by an object resulted in yet another 23 or 14.7 per cent of the total. The least number of accidents resulted from over-exertion, with only one or 0.6 per cent of the total. There were no fatalities attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Newfoundland and Prince Edward Island for the second quarter of 1970. The 157 fatalities were recorded by province as follows: 15 in Nova Scotia, four in New Brunswick, 16 in Quebec, 56 in Ontario, five in Manitoba, seven in Saskatchewan, nine in Alberta, 43 in British Columbia, and two in the Yukon and Northwest Territories.

Revised figures for the second quarter of 1970 will be published in the February 1971 issue of The Labour Gazette.



Book reviews

Sex and the Public Service, by Kathleen Archibald; A Report to the Public Service of Canada, Queen's Printer Ottawa; 218 pages; $3.25

Sex and The Public Service, a special report prepared under contract for the Public Service Commission, chronicles a history of repressive tactics designed "expressly to limit competition and to discourage females, and thereby finds the Public Service of Canada guilty of discrimination against women." The author, Dr. Kathleen Archibald, a Canadian sociologist who wrote the report while on leave of absence from the Rand Corporation, in California, has examined the conditions confronting women who choose to work for the federal Government, and she pinpoints occupational segregation as the prime evil.

Although the Canadian Government has espoused the principle of equal pay for equal work from its earliest days, it was deliberate occupational segregation that led to inequality of opportunity, claims Miss Archibald. "Competitive examinations for higher level clerical positions and for positions with advancement opportunities were limited to men, not because women were uninterested, or incapable of passing the examinations, but precisely because they were interested and capable ... As soon as the merit system was introduced, women began to enter the civil service in great numbers. Just as soon, the Commission downgraded the importance of the qualifications measured by the merit system."

Such measures produced the current distribution of women in the service, according to Miss Archibald. **Nearly 83 per cent hold office or administrative support jobs. Only one and a half per cent are professionals and scientists. In 1967, only three out of 349 Senior Officers were women. In the same year, six per cent of the Foreign Service Officers in External Affairs were women; but Trade and Commerce did not consider women postable, and had none.** For there to be an equal distribution of women and men throughout the service at present, 30,000 women would have to change occupations.

This uneven distribution extends into the salaries earned by men and women. A study comparing the salaries of both sexes in 1966 and 1967 showed that "women were heavily bunched up at the lower end of the salary scale," says Miss Archibald. In 1966, slightly over half of the women in the service made less than $4,000, compared with 14 per cent of the men. In 1968, only 444 women out of a total of 43,796 made more than $10,000.



While probing for the traditional justifications for the relegation of women to the lower levels of the service, Miss Archibald encountered more fiction than fact. For instance, she discovered that neither absenteeism nor lack of mobility of married women are correct justifications for the lack of success of women in the service. The continuing influence of sex roles in adult work life is, however, of paramount importance. Traditionally, women have been viewed by both sexes as support staff, and not as managers. Therefore, the woman who is put in a supervisory position has to demonstrate greater deftness in staff relations than the average male manager. Women, however, are often denied even the opportunity of demonstrating such capability, because it is feared that staff under her would resent being bossed by a woman. Education is no assured key to success either. "The more education and experience a woman has, the worse off she is compared to her male counterparts. While this 'penalty' starts to decrease at the Master's Degree level, it is not until the doctorate level that female salaries begin to closely approximate the salaries of male counterparts," says the report.

Already victims of occupational segregation, women also have to suffer from various practices peculiar to female categories. Most odious among these is the rug-ranking of secretaries. Under this system, a secretary is not classed by the amount or difficulty of work that she does but by her boss's rank. She is viewed strictly in his reflection. This is just one reason why Miss Archibald recommends a drastic overhaul of the entire ST category.

What can be done on a broader basis to put an end to sex discrimination in the Public Service? Dr. Archibald provides a program that is feasible now, one which she has designed to produce the maximum effect with a minimum of uproar. First, she would have an equal employment opportunity program or office set up to deal not just with women but with all cases of "unequal opportunities ... or inequitable treatment." Working within broad terms of reference, this office would be "responsible for investigating complaints; for monitoring employment practices and suggesting improvements; for data collection, research, and analysis that would be helpful in identifying policy problems and suggesting solutions; and for mounting educational campaigns throughout the Service to improve understanding of the essentials of equal opportunity." Its formation would be predicated on the work of a task force made up of representatives of already interested agencies, such as the Public Service Commission, the Treasury Board, the Department of Labour, and the Public Service Staff Relations Board.

To improve access and advancement opportunities for women, Miss Archibald recommends that action be taken on a number of fronts: **In recruiting, opportunities for women in hitherto closed fields will have to be more widely publicized. In selection and placement, new guidelines will have to be given to line managers and personnel officers to make specific just what is and what is not discriminatory. The skills for promotion within the current ST group should be re-evaluated to have them correspond to those used in combination with the operation of modern equipment. Rug-ranking should be proscribed.** More fluidity ought to be introduced into the Administrative Support category, where the bulk of the Service's female employees now appear. Reclassification will have to be instituted to eliminate the discrepancies in the salary and qualification requirements that exist in such equivalent but sex-related categories as Social Worker (female) and Welfare Program Officer (male). Management courses for women should emphasize the peculiar circumstances that deny to women of average ability the career opportunities that the exceptional women create for themselves. Finally, all orientation and education courses must make their audiences aware that a fresh breeze is blowing through the service, and that sex discrimination is to be eradicated.

To encourage women to make careers in the service, some adjustments must be made to allow for the extra-work responsibilities of women. Other recommendations in the Report call for: greater use of part-time employment; improvement in benefits for non-full-time employees; more child-care facilities; elimination of penalties for discontinuity of service where there has been no loss in skill; and at least one day of maternity leave to parallel the present grant to male employees.

To coincide with these policies, Miss Archibald recommends the collection of data that will reveal areas of discrimination and provide information to scotch the myths supporting it.

Canadian Graduate Theses: 1919-1967, "An Annotated Bibliography Covering Economics, Business and Industrial Relations", by W. D. Wood, L. A. Kelly and P. Kumar; Industrial Relations Centre, Queen's University, Kingston, Ont.; 483 pages.

This bibliography was prepared to provide "a complete historical picture of Canadian graduate research in economics, business, industrial relations, and related areas." Although the compilers readily acknowledge that many bibliographies have already been published in these fields, they point out that the fragmentation of sources and the lack of complete information that inhibits researchers using these materials have necessitated the production of a comprehensive guide.

The Legal Status of Collective Agreements in England, The United States and Canada, by B. L. Adell; Industrial Relations Centre, Queen's University, Kingston, Ont.; 240 pages; $10.00.

Prof. Adell's study examines the law governing collective agreements in England, Canada and the United States "to see how the very different English and North American approaches have developed." He has based his analysis on the curious animal that is a collective agreement—the "juridical centaur", with "the body of a contract and the mind of a law." In the foreword, W. D. Wood, Director of the Queen's University Industrial Relations Centre points out the essential value of the publication—its timeliness because of the "current review of labour legislation and public policy in Canada."

Altering objectives to cope with change

Revolt against authority in all sectors of human activity, changes in the pattern of collective bargaining, and the rapid progress of technological change will all combine to force business and labour leaders to alter their objectives, their methods and their thinking, claims Harry Waisglass, Director General of Research and Development, Canada Department of Labour. Mr. Waisglass made the prediction in an address to the 50th Anniversary Conference of the Society of Industrial Accountants

The most important challenge confronting Canada at the moment, however is the question of national unity he said. The emergence of the world economy and the trend toward multinational corporations will encourage the development of more effective international, or multi-government, planning and regulating agencies. These trends will compel Canada to build a more effective national unity, which is what we must do if our country is to take its proper place in the world.

The second most important challenge facing Canada is the problem of making "participatory democracy" work effectively. Waisglass insisted that there is a need to discover more meaningful ways for persons to participate in the decision-making processes that affect their livelihood and their quality of life. There is also a great need for better information transfers between governments and the governed, in both directions, he said. The question is how to contain and accommodate the forces of social change, the pressing needs for individual and group involvement and autonomy, within a democratic legal framework to prevent anarchy and the destruction of our system of social order. These problems have to be faced also by businesses and unions, for authority in all hierarchical organizations is under attack.

The challenge facing the economic system, and with it the collective bargaining system, has new dimensions, for these systems are no longer judged by their material accomplishments. More than ever before, economic benefits are being heavily discounted by the economic costs of environmental pollution and by the social and human costs of injury to the quality of family and community life. Canadians want both social justice and economic prosperity, Waisglass said, and this desire is being expressed most vigorously by the new generation. Because of the changing value system, the labour movement is caught up in the dilemma of how to improve on the methods of maintaining democratic control of trade unions while strengthening the capacities of their central organizations for reducing internal conflicts.

Waisglass sees the role of unions ultimately changing because of a growing need for new forms of collective bargaining. These forms would focus more on career planning, community living conditions and the lifetime expectations of workers, and less on wages and working conditions. Another of his predictions is that distinctions between white- and blue-collar workers, and hourly paid and salaried workers will tend to disappear because of the increased training of people to perform a variety of interrelated tasks. With the combination of higher education levels and rising expectations, he "would expect workers to become more autonomous over the coming decades. There will be a trend toward autonomous work groups from which individual job classifications will disappear. They will need less outer supervision, and they will have wider areas in which to make decisions and to act on their own discretion and judgment. The revolt against the traditional forms of authority, combined with certain technological trends, will lead to new forms of business and union organizations, based on clusters of interrelated and autonomous production centres, emphasizing functions for a group, rather than jobs for individuals."

This revolution, said Waisglass, will bring out new forms of unions, and craft unionism could disappear in the next 30 years. He sees apprentice training, as we know it, disappearing by the year 2000, because, by then, industry will require a more flexible and adaptable labour force than is now available. The process could mean that post-secondary education, not on-the-job-training or apprenticeship will be the normal method of qualifying for a meaningful job in industry. Vocational schools could be geared to help develop competence in a wider range of occupations.

People want to keep what they have and to change things at the same time, Waisglass observed. They want job and income security, but they also demand change that will be stimulating and rewarding. Future progress will therefore depend on the ability to innovate processes, structures and institutions for creative decision-making. This will involve all groups of society in complex inter-relationships directed toward confronting, clarifying, and resolving multi-dimensional conflicts "more effectively than we do now."

In his closing remarks, Waisglass made several other predictions for the year 2000: union membership and workers covered by collective bargaining as a proportion of the labour force will rise substantially; guaranteed annual employment, with longer periods of paid annual leave, periodic paid educational leave and regular or continuing retraining programs will become fairly widespread; and unions and employers will direct more of their efforts to strengthening the non-adversary aspects of their relationships and to improving the quality of worker-employer relations.

The role of research in centralized bargaining

The 7th annual meeting of the Canadian Industrial Relations Research Institute was held in Ottawa, June 18 and 19. The topic for the meeting was centralization in Collective Bargaining. The following is a summary of a paper delivered by Felix Quinet at the conference; more of the papers will be presented in the December issue of The Labour Gazette.

Felix Quinet, Assistant Director, Pay Research Bureau, Public Service Staff Relations Board, delivered a paper on the role of research in centralized bargaining. His thesis was that independent research and fact finding can be of great help to the process of collective bargaining in the Public Service as it has been in other sectors. He suggested that the independent and impartial Pay Research Bureau provides a unique environment for the planning and performing of such research in the public interest.

Mr. Quinet singled out two major factors to explain the importance of independent research and fact finding in the field of collective bargaining. One is that the public interest is at stake in an increasing number of employer-employee disputes—a condition that increases the need for wide-ranging factual information on the basis of which settlements can be more easily and quickly worked out. The other factor is the impact that certain developments—those resulting from technological change, for example—can have on society at large; and, in relation to these developments, the increasing awareness by governments of their responsibility in cushioning if not eliminating the adverse impact of certain economic and industrial changes.

He stressed the need for a balanced and realistic approach to the role of research. Statistics and other information may help the parties toward a clearer notion

of what they do not wish to obtain or to settle for, thereby providing them with a more accurate picture of what they would be prepared to accept. In the case of the federal Public Service, collective bargaining is both centralized and diversified in terms of the number of occupations and functions that it covers. This diversity, Quinet believes, adds to the significance of the collective bargaining environment.

Quinet pointed out that perhaps the obviously lesser importance of economic competitiveness within the Public Service would make collective bargaining information more easily communicable from one bargaining unit to another. In such a context, he suggested, the role of research could be made easier and, as a result, research could become all the more helpful to the process of bargaining. **Studies of the collective bargaining process prepared in the perhaps more fluid information context in the Public Service could produce findings that would be of practical interest to employers and unions in outside sectors, where the results of relevant research might perhaps not lend themselves to wide circulation.**

He called attention to the continuing and important role of the Advisory Committee on Pay Research of the Pay Research Bureau. Its principal function is to advise on the scope, priority and other aspects of the Bureau's work, in preparation for collective bargaining. This Committee makes an extremely valuable contribution toward the development of an informed and factual climate within which bargaining can function constructively.

One instance of the use made of independent research is the establishment some time ago of the Manpower Consultative Service by the federal Department of Labour, a function that is no part of the Department of Manpower and Immigration. One of the key principles behind the establishment of this new service was that appropriate steps should be taken well in advance of work displacement resulting from industrial change; and another equally important principle, said Quinet, was that, where there was a union, a joint union-management approach should be followed with respect to research assessment and plans for dealing with the process of adjustment to industrial change. Steps were also taken to provide financial assistance to employers and unions for research on manpower development in advance of changes in technology.

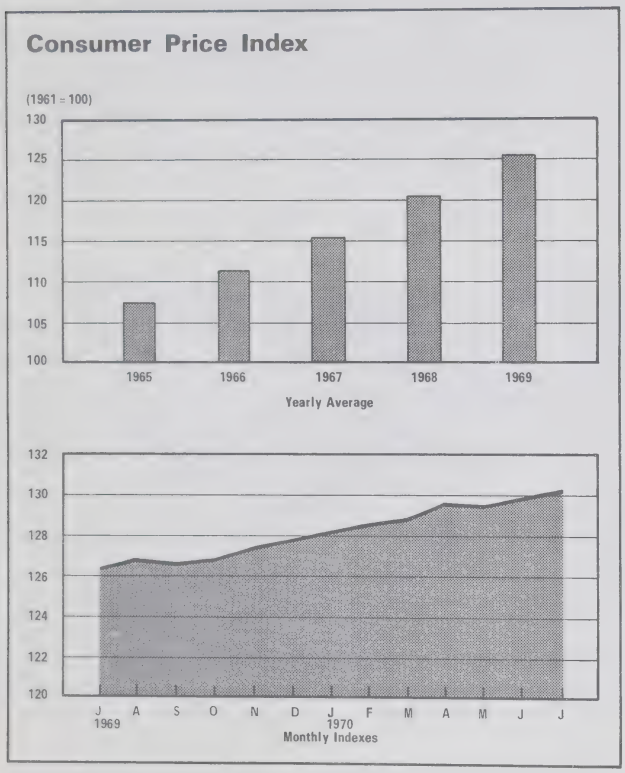
Recent legislation, such as that adopted in the Province of Québec concerning advance notice to be provided in cases of technological change, might also encourage and promote the use of independent research; such legislation can be expected to be an incentive to advance planning in order to work out successful adjustment processes. Quinet went on to emphasize the importance of the well-established and widely recognized research role of the Economics and Research Branch of the federal Department of Labour where, for a long time, substantial staff resources have been positively used to provide the kinds of facts conducive to problem identification and problem solving in labour relations and related fields.

The speaker then discussed some aspects of the Bureau's research work. Regarding the analysis of collective agreements, for instance, a coding schedule and methodology specifically geared to the substance of Public Service agreements have been developed and are now being tested. The analysis of such agreements raises the problem of the environment within which they apply. Agreements can, for example, cover employees working in the midst of urban turmoil and agitation, and these same agreements may cover the same types of employees working in the more relaxed climate of a rural environment.

Public Service agreements can also cover employees in areas where one of the major labour relations concerns of a number of the surrounding corporations is how to increase the work-related happiness of generally well-paid workers. Yet these same agreements will cover similar types of employees in other areas of the country where, owing to less favourable economic conditions, the most exclusive concern is still earnings. Because of the variety of occupations that are found in the federal Public Service, a wider range of sensitivities are bound to develop in relation to economic and social factors. Other aspects of the Bureau's research effort are the analysis of Public Service salary changes as a result of collective bargaining, and the preparation of reports on wage and salary trends. These trend reports are based on an analysis of given occupations in the outside sector as well as in the Public Service.

Another area suggested by Quinet for possible exploration is the assessment of the feasibility of presenting specific manpower forecasts, by occupation, for the public administration sector, and by levels of government. A question that one might ask is: To what extent are the changes affecting the occupational structure of the total labour force reflected in the occupational composition of the Public Service? Such forecasts, if feasible, might support the planning function within collective bargaining in the Public Service.

Price indexes



Consumer, July 1970

The consumer price index (1961 = 100) rose 0.5 per cent to 130.5 in July from 129.9 in June, and was 3.2 per cent higher than in July 1969. The latest advance was marginally lower than the average June-July increase recorded in the past five years. The slower rate of increase compared with 12-month periods ending in the earlier part of the year is mainly due to a deceleration in the advance of the food and clothing indexes.

The food index rose 0.5 per cent to 131.6 from 130.9, and was 2.2 per cent higher than in July a year ago. Between January and July the index moved up 1.2 per cent; in the same six-month period last year it advanced 3.0 per cent.

Almost one half the rise in the food index was due to a 1.4 per cent increase in the price of restaurant meals; food consumed at home recorded an average price increase of 0.4 per cent. Among staple foods, the price of bread rose 1.4 per cent; butter and margarine increased 0.3 per cent and 0.7 per cent. Fresh milk prices were unchanged and sugar declined by 0.6 per cent to register the first decrease in several months. Ground coffee prices continued to increase, advancing 2.9 per cent in July and were 18.7 per cent higher than a year earlier. Instant coffee rose by 2.2 per cent and was 6.4 per cent above its level of a year ago. Among meat items, beef and pork prices declined 0.2 per cent and 1.7 per cent. Poultry prices dropped 1.7 per cent and egg prices declined to a level 30 per cent below their peak of December 1969. Among produce items, fresh fruit prices were higher. Oranges, apples and grapefruit increased in price and bananas declined 11 per cent.

Grapefruit prices advanced considerably in the last five months and in July were more than 40 per cent higher than a year earlier. Fresh vegetable prices were mixed. Lettuce, potatoes and tomatoes registered increases, and celery, cabbage, onion and turnip prices were lower.

The housing index rose 0.6 per cent to 131.5 from 130.7, and was 5.0 per cent higher than in July 1969. An advance in mortgage interest rates caused a 0.7 per cent increase in the shelter index—rents and the cost of new houses increased fractionally. Among household operation items, a rise in electricity rates in a number of Ontario cities increased this component 1.3 per cent to a level of over 11 per cent higher than a year ago. There were increases in the prices of household textiles, dishes, light bulbs and some cleaning supplies. Price declines occurred for floor coverings, garbage cans and lawnmowers.

The clothing index, at 126.9, was unchanged, but was 1.7 per cent above its July 1969 level. Prices of women's wear and footwear rose slightly, but these increases were offset by a decline in the prices of men's wear, particularly for shirts, slacks and windbreakers, and for children's wear and piece goods.

The transportation index rose 0.1 per cent to 125.2 from 125.1 and was 3.7 per cent higher than a year ago, mainly as a result of a seasonal increase in train fares. A slight decrease in new car prices reduced the automobile operation component 0.1 per cent. Gasoline prices, on average, were unchanged.

The health and personal care index, unchanged from its June level of 139.8, was 4.2 per cent higher than a year ago.

The recreation and reading index rose 1.6 per cent to 132.4 from 130.3 mainly as a result of higher newspaper subscription rates, which increased the reading component more than 10 per cent above that of a year ago. There was no change in the tobacco and alcohol component from its June level of 126.5.

City consumer, July 1970

Consumer price indexes (1961 = 100) declined in five regional cities and city combinations, increased slightly in four, and remained unchanged in one, between June and July.

Lower prices for most meats and salad vegetables contributed to the decline in the food indexes in eight cities. Housing components moved up in eight cities as rents and household operation costs increased. The recreation and reading indexes advanced in Edmonton, Winnipeg and Montreal as a result of higher newspaper subscription rates. Mixed movements were registered in the remaining major components except the tobacco and alcohol index which was unchanged in all cities.

Regional consumer price index point changes between June and July were: Saint John −.3 to 123.8; Winnipeg −.3 to 127.3; Vancouver −.2 to 123.6; Halifax −.1 to 125.2; Saskatoon-Regina −.1 to 122.4; Toronto unchanged, 127.8; St. John's +.1 to 122.3; Ottawa +.1 to 128.5; Montreal +.3 to 125.3; Edmonton-Calgary +.3 to 125.5.

Wholesale, July

The general wholesale index (1935-39 = 100) declined 0.1 per cent in July to 286.7 from the revised June index of 287.0, and was 1.4 per cent higher than in July 1969. Seven of the eight major group indexes were lower, and one advanced.

The non-ferrous metals products group index declined 1.1 per cent to 277.9 from 281.0 in response to lower prices for refined copper (export sales) and lead. The animal products group index moved down 0.5 per cent to 323.9 from 325.5, reflecting price decreases for livestock and fresh meats. Decreases of 0.2 per cent or less occurred in five major group indexes: textile products, to 256.9 from 257.3; chemical products, to 224.9 from 225.3; iron products, to 306.0 from 306.2; wood and paper products to 383.1 from 383.3, and non-metallic minerals to 214.4 from 214.5. An increase of 0.7 per cent to 238.8 from 237.2 in the vegetable products group index reflected increased prices for potatoes, tea, coffee, cocoa and fresh fruits.

Farm products prices

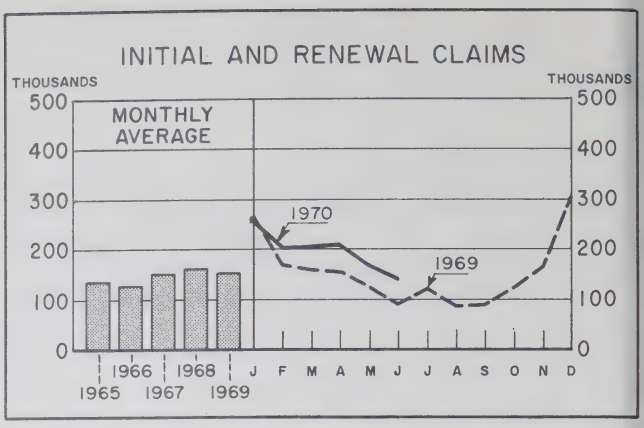
The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 1.4 per cent to 277.2 from 273.4 in the four-week period June 26 to July 24. The animal products index declined 0.1 per cent to 350.4 from 350.7. The field products index advanced 4.0 per cent to 204.0 from 196.2.

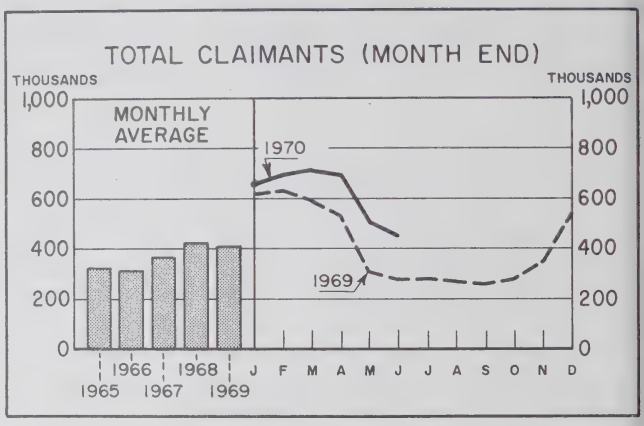
British retail, May

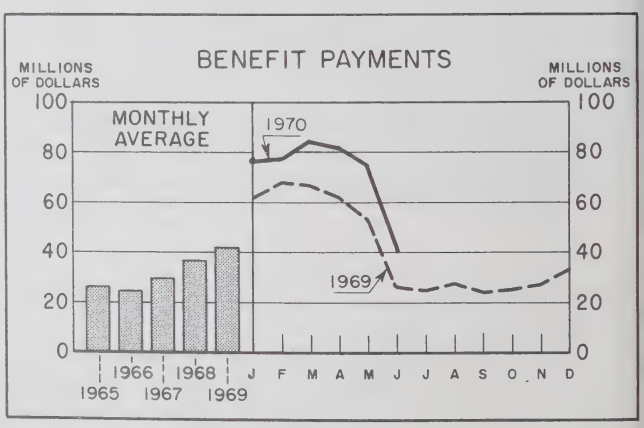
The British index of retail prices (January 16, 1962 = 100) was 139.5 compared with 139.1 at April 21 and 131.5 at May 20, 1969. The increase was caused by rises in the average level of the prices of many goods and services. These rises were partly offset by seasonal declines in the average levels of the prices of household coal and coke.

The index for foods, the prices of which show significant seasonal variations—namely, home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 159.2 compared with 157.2 in April. Increases in the average prices of lamb, beef and other meat, tomatoes, carrots, onions, apples and bananas, were partly offset by reductions in the average prices of eggs and cauliflower. The index for the food group as a whole was 141.0 compared with 140.1. In the fuel and light group as a whole, there was a decline of less than 2.5 per cent as a result of seasonal decreases in the average levels of prices of household coal and coke. The group index was 142.1 compared with 145.5. The index for the transport and vehicles group as a whole rose by 1 per cent to 130.2 compared with 128.9, mainly because of increases in the average level of prices of second-hand cars and in rail fares in some areas.

Unemployment insurance report







A total of 138,205 initial and renewal claims were filed in Canada during June 1970, a decrease of 28,213 or 17 per cent from May 1970, but an increase of 46,955 or 51 per cent over June 1969.

Compared with May 1970, initial claims decreased in all provinces while renewal claims decreased in all provinces except Prince Edward Island and Ontario, where substantial increases occurred. Comparison between percentage decrease in claims filed between May and June 1970 with the comparable decrease between the same months in 1969 shows that the decrease for both initial and renewal claims was substantially greater last year.

In all Canada, total claims filed this June were 51 per cent higher than last year, with only one province, Newfoundland, showing a decrease. In Alberta and British Columbia, the number of claims filed was greater than in the same month last year by 122 per cent and 109 per cent.

On June 30, 1970, there were 441,891 claimants for unemployment insurance benefit, 63,520 or 13 per cent less than on May 29, 1970, but 165,005 or 60 per cent more than at the end of June 1969. There were decreases in the claimant count from last month for both males and females in all provinces except Ontario, where the female claimant count increased by 1,099, or 2 per cent. Generally, claimant decreases were greater among males than females, and greater in the Atlantic Region and the Prairies than in other regions of Canada.

Compared with June 1969, the total claimant count was greater in all provinces except Newfoundland, where a decrease of male claimants created a decrease in total claimants of 7 per cent. The excess of claimants was most pronounced in Alberta and British Columbia, where claimant counts were 97 per cent and 139 per cent greater than last year. The 222 per cent increase in the male claimant count for British Columbia can be explained, in part, by the continuing labour disputes in that province.

The claimant population, as measured at June 30, 1970, was on claim longer, on average, than the same population measured at the end of June 1969. At the end of June 1970, 44 per cent of all claimants had been on claim 14 weeks or longer, whereas in June 1969, 35 per cent of the population was in the latter group. Those on claim 27 weeks or more in the same periods composed 19 per cent and 13 per cent of the total population.

The longer average duration on claim may reflect the longer length of time necessary for an unemployed person to find a job, given the present higher levels of unemployment.

The average weekly estimate of beneficiaries was 254,300 during June, 51 per cent less than the May estimate of 529,600 but 22 per cent greater than the June 1969 estimate of 208,100.

The decrease between May and June resulted from the cessation of seasonal benefit in mid-May as well as from the usual summer trend toward a decrease in regular beneficiaries. Benefit payments totalled $40,500,000 in June 1970, $74,400,000 in May 1970 and $26,500,000 in June 1969. For these three periods, average benefit payments were $35.40, $35.12 and $31.83.

Summary Table

Activity	June 1970	May 1970	June 1969	Cumulative Data: January to June 1970	Cumulative Data: 12 months ending June 1970
			(in thousands)		
Insured population at end of month	—	5,607	5,511	—	—
Initial and renewal claims filed:					
Total	138†	166†	91	1,183	2,072
Initial	101	126	67	897	1,553
Renewal	38	41	24	286	519
Claimants currently reporting to local offices	442	505	277	616*	472*
Beneficiaries (weekly average)	254	530	208	487*	335*
Weeks compensated	1,144	2,118	833	12,342	17,332
Benefit paid	$40,509	$74,396	$26,496	$419,066	$596,748
Average weekly benefit	$35.40	$35.12	$31.83	$33.95	$34.42

* Monthly average.

† Discrepancy between totals and subtotals due to rounding.

Conciliation before the minister of labour

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

Halterm Limited, Halifax, N.S., and International Longshoremen's Association, Local 269 (Conciliation Officer: C. A. Ogden).

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (Conciliation Officer: H. A. Fisher).

Parkins Construction Limited, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: D. H. Cameron).

Norton-Cargo Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: H. A. Fisher).

The North Fraser Harbour Commissioners, Vancouver, B.C. and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin).

Continental Explosives Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Settlements by conciliation officers

Rio Algom Mines Limited (Nordic Mine and Quirke Mine—Office and Technical Workers) Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L. G., Oct., p. 728).

Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and the International Union of Operating Engineers, Local 796 (Conciliation Officer: T. B. McRae) (L. G., Oct., p. 728).

W. R. Cameron Limited, St. Catharines, Ont., and Teamsters Local 879 (Conciliation Officer: H. A. Fisher) (L. G., Sept., p. 659).

Straits Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 438).

Island Tug & Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 438).

Rivtow Marine Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 438).

Conciliation boards appointed

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (L. G., Sept., p. 659).

Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies) and General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (L. G., Aug., p. 585).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., July, p. 505).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (L. G., Oct., p. 729) was fully constituted in August with the appointment of Reginald J. S. Moir of Kelowna, B.C., as chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Thomas E. H. Ellis, Q.C., and union nominee L. Guy, both of Vancouver.

The Board of Conciliation and Investigation established in July to deal with a dispute between Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13173 (L. G., Oct., p. 729) was fully constituted in August with the appointment of J. B. Metzler of Downsview, Ont., as chairman. Mr. Metzler was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee F. G. Hamilton, of Toronto, and union nominee Fred Joyce, of Sarnia.

The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (L. G., Aug., p. 585) was fully constituted in August with the appointment of Prof. Louis-Marie Tremblay of Montreal, as chairman. Prof. Tremblay was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Raymond Caron, Q.C., and union nominee Louis Laberge, both of Montreal.

The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Broadcasting Corporation and Canadian Union of Public Employees (L. G., Aug., p. 585) was fully constituted in August with the appointment of Prof. Louis-Marie Tremblay of Montreal, as chairman. Prof. Tremblay was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Raymond Caron, Q.C., and union nominee Leo Roback, both of Montreal.

Conciliation board report received

B.C. Towboat Owners' Association (representing certain member companies) and Seafarers' International Union of Canada (L. G., July, p. 506) (full text appears in Supplement No. 7, 1970).

Conciliation board not appointed

McKinlay Transport Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (L. G., Oct., p. 728).

Strike terminated

Albert G. Baker Limited; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Montreal, and International Longshoremen's Association, Local 1958 (strike terminated August 1 with the mediation assistance of C. E. Poirier and G. R. Doucet) (L. G., Oct., p. 730).

Certification before the CLRB

The Canada Labour Relations Board met for three days during August. It granted three applications for certification, rejected two, and ordered two representation votes in certification proceedings. It granted seven requests for review of previous decisions, and denied two such requests. During the month, the Board received eight applications for certification, one for revocation of certification, one request for review of an earlier decision, and permitted the withdrawal of one application for certification.

Applications for certification granted

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of certain employees of Canadian National Railway Company, Montreal, Qué., employed at Jasper Park Lodge (L. G., June, p. 442) (reasons for judgment published as Supplement No. 6, 1970).

General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union, Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of two units of employees of Chapman Transport Limited, Kelowna, B.C., working in and out of its various terminals in British Columbia. One unit comprises drivers and warehouse and garage employees, the other comprises office and clerical employees. (L. G., Aug., p. 583).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of Valleyfield Dock & Terminal Co. Ltd., Valleyfield, Qué., engaged in handling freight in the loading or unloading of vessels and railway cars (L. G., Sept., p. 658).

Applications for certification rejected

Seafarer's International Union of Canada, applicant, and Maritime Towing Company Limited, Vancouver, B.C., respondent. The application was rejected because the company's undertaking or business is not one to which the provisions of the Industrial Relations and Disputes Investigation Act apply (L. G., Feb., p. 145).

General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Roberval Express Limited, Chambord, Qué., respondent, and Le Syndicat du Transport Routier Inc., (CSN) (formerly Le Syndicat National des Employés de l'Industrie du Camionnage Saguenay-Lac St-Jean Inc.), intervener (L. G., July, p. 507). The application was rejected because it was not supported by a majority of employees affected in a representation vote conducted by the Board.

Representation votes ordered

National Association of Broadcast Employees and Technicians, applicant, and Lethbridge Television Limited (CJLH-TV), Lethbridge, Alta., respondent (L. G., Sept., p. 658) (Returning Officer: A. A. Franklin).

General Truck Drivers Union, Local 938, Transport Drivers, Warehousemen and Helpers Union, Local 106, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America, applicants, Bulk Carriers Ltd., Cooksville, Ont., respondent, and Employees Industrial Council, Toronto Branch, intervener (L. G., Sept., p. 658). The Board directed that the names of the applicants only appear on the ballot (Returning Officer: H. A. Fisher).

Requests for review granted

The Board granted a request under Sec. 61 (2) of the Act made by Le Syndicat National des Employés du Terminus Maritime du Saguenay that the three Orders of the Board, cited below, be amended to change the name of the certified bargaining agent by substituting the name "Le Syndicat National des Employés du Terminus Maritime du Saguenay" for "Le Syndicat National des Débardeurs de la Baie des Ha! Ha!" and to change the name of the employer by substituting "Saguenay Terminals Limited/Terminus Maritime du Saguenay Ltée" for "Saguenay Terminals Limited" (L. G., Oct., p. 733): (a) Order dated June 23, 1955, covering a unit of longshoring employees of the company at its terminal at Port-Alfred, Qué.

(b) Order dated September 24, 1965, covering a unit of seamen employed by the company at Port-Alfred, Qué., aboard the tugboats "Port-Alfred" and "Bagotville".

(c) Order dated May 4, 1970, covering a unit of employees classified as patrolman and gateman employed at Port-Alfred, Qué.

The Board granted five requests made by the Public Service Alliance of Canada in respect of Orders of Certification issued to it concerning units of employees of the National Harbours Board. It requested to have its name substituted for that shown as the certified bargaining agent in each of the following Orders of Certification (L. G., Oct., p. 733):

(a) Order of Certification dated October 5, 1969, issued to National Harbours Board, Churchill, Man., of the Civil Service Association of Canada, covering a unit of certain employees at Churchill, Man.

(b) Order of Certification dated June 5, 1963, issued to National Harbours Board Police Association of Halifax, N.S., covering a unit of employees, N.H.B. Police Department, Halifax;

(c) Order of Certification dated January 12, 1959, issued to National Harbours Board Elevator Group, Prescott, Ont., of the Civil Service Association of Canada covering one unit of employees casually employed and a second unit of employees regularly employed in the employer's grain elevator at Prescott, Ont.

(d) Order of Certification dated November 3, 1961, issued to the Civil Service Association of Canada, covering a unit of employees in the Harbour Police Force at Québec, Qué.

(e) Order of Certification dated November 14, 1962, issued to National Harbours Board Police Association, Port of Saint John, covering a unit of employees in the Harbour Police at Saint John, N.B.

The Board granted a request made by the Public Service Alliance of Canada that the Board's Order of December 21, 1960, covering stationary engineers and firemen employed in Ottawa by the Central Mortgage and Housing Corporation be amended to change the name of certified bargaining agent by substituting the Public Service Alliance of Canada for the Civil Service Association of Canada, Ottawa-Hull Local Council. (L. G., Oct., p. 733).

Requests for review denied

The Board denied a request by the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, for the amendment of the certificate issued on October 28, 1969, which certified it as the bargaining agent of a unit of operators, dispatchers and agents employed at various points by the Canadian Pacific Railway Company, Montreal, Qué. The request sought to vary the bargaining unit to include employees now classified as mobile supervisors. It was denied because it was not supported by a majority of the mobile supervisors in a representation vote conducted by the Board (L. G., Aug., p. 582).

The Board denied a request by the International Association of Machinists and Aerospace Workers for the amendment of the certification issued to it on July 19, 1968, which certified it as the bargaining agent of a unit of certain employees of Canadian Pacific Air Lines, Limited, Vancouver, B.C., employed in its Printing Department at Vancouver International Airport. The request sought to enlarge the bargaining unit by the inclusion of three office clerks employed in the printing department. The Board found that, in the circumstances, the request was untimely and rejected it accordingly (L. G., June, p. 442).

Applications for certification received

International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Atomic Energy of Canada Limited, Ottawa, Ont., employed at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (Investigating Officer: A. F. Tulloch).

Canadian Marine Officers' Union, on behalf of a unit of licenced engineers employed aboard the M.V. "Congar" by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Skycharter (a Division of Sky Charter Aircraft Sales Limited), Malton, Ont. (Investigating Officer: K. Hulse).

United Brotherhood of Carpenters and Joiners of America, Local 2499, on behalf of a unit of personnel employed in the Yukon Territory by Yukon Construction Company Limited, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

International Brotherhood of Electrical Workers, Local 530, on behalf of a unit of employees of Huron Cable T.V. Limited, Sarnia, Ont. (Investigating Officer: K. Hulse).

United Steelworkers of America, Local 926, on behalf of a unit of employees of Venus Mines Ltd. (NPL), Carcross, Y.T. (Investigating Officer: A. A. Franklin).

Brotherhood of Locomotive Engineers on behalf of a unit of trainmen, conductors, and engineers employed by the Québec Cartier Mining Company, Port Cartier, Qué. (Investigating Officer: S. T. Payne).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Somavrac Inc., Trois-Rivières, Qué. (Investigating Officer: R. Dorion).

Application for revocation

Tony Eckert, et al., applicants, Melchin Auto Transport Ltd., Calgary, Alta., respondent, and Chauffeurs, Teamsters, and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., May, 1969, p. 284). The application seeks revocation of the Board's Order of February 27, 1969, certifying the respondent union as the bargaining agent of a unit of yard personnel employed at the Company's terminals in Regina and Saskatoon, Sask.

Request for review

The Board received a request for review under Sec. 61 (2) of the Act seeking amendment of the Board's Order of September 8, 1969, which certified the United Transportation Union as the bargaining agent of a unit of crew clerks and train dispatchers employed by the Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. The request, made on behalf of a number of train dispatchers, requests that the Board's Order be amended to exclude the classification of train dispatcher from the bargaining unit (L. G., Oct. 1969, p. 611).

Application for certification withdrawn

Teamsters' Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Riverside Marine Limited (also known as J. B. Moran Transport) Chippawa, Ont., respondent (L. G., Oct., p. 733).



Railway arbitration

Seven disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on July 14, 1970. Six grievances were dismissed and one succeeded.

Case No. 224: Dispute between the CNR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the ordering of a trainman to work as an extra brakeman.

On arrival at his objective terminal, a trainman was released from duty. The following morning he was ordered on duty as an extra brakeman and returned to his home terminal. The trainman requested pay from the time he was released from his objective point to the following morning when he resumed work. The company declined to pay the claim.

The arbitrator said that the grievor was off duty when he arrived at his objective terminal. He was held away from home terminal, but he was not on duty during that time. The collective agreement does not provide payment for time when trainmen are held at other than their home terminal, except when they are held longer than 16 hours. Since the grievor was held at other than his home terminal for about 13 hours, the grievance was dismissed.

Case No. 225: Dispute between the CNR and the United Transportation Union over where a livestock car should have been picked up.

The road crew on a CPR train picked up a livestock car from CNR trackage at a stockyard instead of from interchange trackage, which is the customary procedure. The yard foreman and his three helpers, who were regularly assigned to the yard assignment and who were off duty at the time, each submitted claims for a day's pay of eight hours, on the grounds that the company had violated a clause of their agreement.

The arbitrator said that the CPR crew acted improperly in going onto the CNR trackage without authorization. He stated that the yard foreman and his crew could not have been affected by the improper conduct of the CPR crew, as they were not on duty. The only crew that might have been affected was the crew on duty at the time the car was moved, and there was no evidence that that crew had been adversely affected. The arbitrator agreed that the CPR crew acted improperly by going onto the CNR trackage without authorization but he dismissed the grievance of the CNR employees.

Case No. 226: Dispute between the CNR and the United Transportation Union over the amount of holiday pay to be paid to a conductor.

A conductor was on his last tour of duty before a general holiday. He worked, and was paid for 16 hours and 40 minutes, and he also submitted a claim for general holiday pay of 16 hours and 40 minutes. Because the company paid him only eight hours of the requested general pay, he submitted a grievance for the remainder of the time. The collective agreement states that eight hours or less constitute a day's work.

The arbitrator stated that earnings beyond the basic day are described in the collective agreement as "overtime", and that these are expressly excluded from the amount to which the grievor was entitled as holiday pay. He dismissed the grievance.

Case No. 227: Dispute between the CNR and the United Transportation Union over pay claims by a spare yardman.

A yard helper assigned to a spare board submitted a claim for a day's pay, alleging that he was entitled to work as third yard helper on a transfer assignment in New York State. The company declined payment of the claim, stating that a full crew had been used and that there was no need for a spare man to be called.

The union contended that, as one member of the yard crew was riding in the cab of the engine according to instructions, the yard crew was thereby depleted, making it necessary that a spare man be called. The company had issued a general directive that, in order to comply with certain judicial requirements, a member of the yard crew had to ride in the engine cab when work was being performed in New York State.

According to the arbitrator, it was possible that the yard crew could have been hindered in its duties by the locating of one of its members in the engine cab. If this had happened he said, the crew would have performed its work in conformity with the Uniform Code of Operating Rules. The facts revealed that the yard crew had not been reduced but rather reassigned. The arbitrator observed that "whether this satisfies the requirements of New York law is of course not an issue before me." Because a full crew was used, there was no need for a spare man to be called he said, and he dismissed the grievance.

Case No. 228: Dispute between the CPR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the relocation of five employees following cancellation of two trains.

After their trains were cancelled, one of the five employees relocated was placed in a position that gave him an increased rate of pay. The other four were put in jobs that paid lower rates. The Brotherhood contended that the company had violated a job security agreement requiring that if there was "any technological, operational or organizational change of a permanent nature" that resulted in adverse effects on employees, at least three months notice would be given in the case of relocation. The company denied that the clause was applicable in this case.

The arbitrator referred to another clause in the same agreement which specifies that reassignment of duties brought about by "fluctuation of traffic" did not come under the purview of the clause quoted by the union. Therefore the company did not have to serve notice, he said, and he dismissed the grievance.

Case No. 229: Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the displacement of an employee.

The company declared an employee medically unfit to perform his regular duties and transferred him to a position where he would not have to assume responsibility. The move displaced another employee. The union contended that its concurrence should have been sought before the transfer was made, and it demanded that the displaced employee be restored to his position and reimbursed for lost wages.

The collective agreement states that "an employee, when released from excepted employment except at his own request, may exercise his rights to any position in his seniority group which he is qualified to fill." The employee transferred for medical reasons was "released from excepted employment" and was not released at his own request. He was therefore entitled to "exercise his seniority rights to any position in his seniority group" that he was qualified to fill. The arbitrator said that the agreement provided the employee with rights that he is entitled to exercise without the consent of either the company or the union. He found no violation of the agreement and therefore dismissed the grievance.

Case No. 230: Dispute between the CPR and the United Transportation Union over an employee's sleeping accommodation.

A passenger trainman, required to stay overnight away from his home terminal was provided with sleeping accommodation that he described as "hot and stuffy." He changed hotels. The arbitrator concluded that, because the collective agreement stipulates that suitable sleeping facilities be provided, the grievor, in choosing to change hotels had followed a proper course and was entitled to be reimbursed for expenses incurred in acquiring better accommodation.

Decisions of the umpire

CUB 2941. The claimant filed an application for benefit, stating that she had last worked as a seamstress for a glove manufacturer. Her employment ended because the factory was closing. **The claimant requested benefit at the dependency rate, saying that her 66-year-old mother lived with her.** Her mother was not working and was not receiving unemployment benefit, but had a pension of $69.44 a month from the CNR and a welfare allowance of $20 a month. (If a dependant's income exceeds $25 a week—increased to $26 on March 10, 1969—it affects the claimant's benefit rate.) The claimant told the Unemployment Insurance Commission's area office that her mother owned the house in which they lived and that she, the claimant, contributed a weekly lump sum of $60 to pay for electricity, heating and half the taxes on the property.

Five months later, the claimant filed another application for benefit and made the same statements about her employment as in her previous application. She stated again that she was supporting her mother. During an interview, the claimant told the Commission that, in addition to her pension from CNR, her mother was receiving a monthly old age pension of $78, and that she had contributed a weekly amount of $20 to pay for her own food, lodging and laundry. She stated that it was through neglect that she had not told everything to the area office, and added that she did not know why she had said she was contributing $60 a week.

Later that year, **the insurance officer notified the claimant that she was not entitled to the dependency rate in respect of her mother, because she had failed to prove that she had maintained a self-contained domestic establishment and supported therein, wholly or mainly, this person,** and he also disqualified the claimant from receiving benefit of an amount of $11 because he decided that she had made a false statement on her first claim, and subsequently, when she stated that she had a dependant.

The claimant appealed to the board of referees. She alleged that it was difficult for a person with little knowledge to make a comparison between the Income Tax Act and the Unemployment Insurance Act. She added that the sums she was contributing to support her mother were fairly high and that she believed she had a dependant. The board unanimously decided to allow the appeal of the claimant concerning her request for the dependency rate, but only for a two-month period.

Regarding the false or misleading statements or representations the claimant was alleged to have made, the board unanimously stated that the claimant had been made aware of an investigation, that she had consulted the area office several times, that she knew her mother's income to be at least $147.44 a month, not counting the financial help she gave her, and that she knew she could not be considered as being entitled to the dependency rate. As for her claim for benefit, the majority of the board decided that the claimant had made statements or representations that she knew to be false or misleading.

The dissenting member of the board expressed the opinion that the claimant could not, considering the facts, know for what reason her mother could be considered as a dependant, as the Income Tax Act differed from the Unemployment Insurance Act on this point. The dissenting member added that, after the claimant was notified of an overpayment of benefit, she made the necessary arrangements to reimburse the Commission; that, consequently, she had made no false statements with a view to defrauding the Commission; and that the disqualification from receiving benefit of an amount of $11 should be rescinded. **The claimant then appealed to the Umpire. He dismissed the appeal and upheld the decision of the majority of the board of referees.**

General topics

Wage schedules

During July, the Department of Labour prepared 783 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Governmen and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 302 contracts in these categories were awarded. In addition 43 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contrac is available on request to trade unions concerned o to others who have a bona fide interest in the executio of the contract.

Contracts awarded in July for the manufacture of sup plies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	1	$ 16,416.0
Supply and Services	148	1,499,647.0

During July, the sum of $5,950.33 was collected fron 15 contractors for wage arrears owing their employee as a result of the failure of the contractors, or thei subcontractors, to apply the wage rates and other condi tions of employment required by the schedule of labou conditions forming part of their contract. This amoun is for distribution to the 132 workers concerned.

Omissions

There will be no B or C-3 tables this month. Informatio for the B table, Estimates of Labour Income, by In dustry, and the C-3 table, Estimates of Employees b Industry, Provinces and Canada, was not available a press time.

Unemployment insurance fund

During July 1970, 15,754 investigations were finalized across Canada. Of these, 10,658 were on-premises investigations and 2,352 were selective investigations to verify the fulfilment of statutory conditions. The remaining 500 formal investigations and 2,244 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,028. Prosecutions were commenced in 103 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in July totalled $56,273,965.60 compared with $54,341,902.01 in June and $52,073,835.70 in July 1969. **Benefits paid in July totalled $43,854,344.73 compared with $40,510,145.16 in June and $24,787,401.53 in July a year ago.** The balance in the Fund on July 31, 1970 was $420,791,375.84 compared with $408,371,754.97 in June and $413,776,938.53 at the end of July 1969.

Employment review

Employment increased less than usual between June and July. Total employment was 8,301,000, an increase of 153,000 or 1.9 per cent, and was 100,000, or 1.2 per cent, higher than in July a year ago. Unemployment, at 518,000, was 11,000 lower than in June, but 169,000 higher than in July a year ago. The unemployment rate in July, seasonally adjusted, was 6.7 per cent. At 8,819,000, the labour force was 142,000 higher than in June, and 269,000, or 3.1 per cent, higher than a year ago.

Employment

There was an increase in employment of 153,000 between June and July. Farm and non-farm employment increased less than seasonally. The largest non-farm employment gain occurred in trade, 45,000. Smaller gains were reported in construction, 24,000, and public administration, 21,000.

Regionally, the largest June-to-July increase in total employment was in Quebec, 56,000. There were smaller expansions in the Prairies, 36,000, British Columbia, 29,000, and the Atlantic Region, 23,000. Employment in Ontario showed little change. An expansion of jobs for students was reflected in an employment gain of 220,000 among persons under 25. Since March, 595,000 persons in this age group were employed, about the same as in preceding years.

Employment among persons 25 and over decreased by 66,000 during the June-July period, reflecting in part an unusually large withdrawal of married women from the labour force. The employment reduction of 66,000 among persons 25 and over was greater than the average June-July decline of 44,000 during the previous five years.

Employment in community, business and personal service showed the largest yearly gain, 180,000. There were smaller increases in trade, 31,000, and mines, quarries and oil wells, 14,000. Employment declines were reported in manufacturing, 59,000, agriculture, 25,000, forestry, 20,000, and transportation, communication and other utilities, 12,000.

The largest regional yearly increase was in Ontario, 42,000, followed by the Prairies, 33,000, British Columbia, 13,000, and the Atlantic region, 10,000. Employment in Québec was unchanged from July 1969.

Unemployment

Unemployment, at 518,000, was 11,000 lower than in June, and 169,000 more than a year ago. Among persons 20-24, unemployment declined by 15,000 from June, with smaller changes in other age groups.

Regionally, there was an increase of 10,000 in employment in the Atlantic region, a decline of 11,000 in British Columbia, and little change in other regions. Of the total unemployed in July, 155,000, or 30 per cent, had been unemployed for less than a month, 40 per cent for one to three months, 13 per cent for four to six months, and 17 per cent for seven months or more.

There were 169,000 more unemployed persons in July 1970 than in July 1969. Persons under 25 accounted for 86,000, and those 25 and over accounted for 82,000 of this total increase.

Regionally, the number of unemployed persons increased by 57,000 in Ontario, 45,000 in Quebec, 42,000 in British Columbia and 19,000 in the Prairies since July 1969. There was little change in the Atlantic region. **Unemployment in July 1970 represented 5.9 per cent of the labour force, compared with 4.1 per cent in July 1969, and 4.5 per cent in July 1968.**

U.S. employment review

Unemployment rose from 5 per cent in July to 5.1 per cent in August. The small increase left unemployment essentially unchanged since May and raised the unemployment rate to its highest point since the fall of 1964. Total unemployment in August was 4,200,000, a decrease of 300,000 from July. The decline was slightly less than normal for the time of year. Employment in manufacturing was 945,000 lower than a year ago, and in construction, 160,000.

Unemployment among white-collar workers declined to 2.7 per cent in August from the 10-year high of 3.1 per cent in July, but among blue-collar workers it continued to advance, reaching 7 per cent in August. The numbers of persons out of work for 15 weeks or more rose again to 735,000, nearly twice as many as a year ago, but still less than 1 per cent of the labour force.

November credits

Unemployment insurance report, p. 792, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 796, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 794, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Problems of the older worker, p. 775, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration and is reprinted from the summer issue of Task, an Ontario Department of Labour publication.

Employment Fatalities, p. 783, is prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legisla-

tion, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage for such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as it is for industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Photos. Murray MacGowan: Cover, p. 766, 773, 807. Duke Photo, Banff, Alta., p. 761. Murray Mosher-Photo Features: p. 762. Public Archives of Canada: p. 765. NFB: p. 769, 770, 774, 775, 776, 779, 781, 782, 784, 785. CNR: p. 799.

Canadians at the ILO

The following is a list of Canadian delegates to the 54th ILO Conference, held in Geneva June 3 to 25, 1970. (The list was inadvertently omitted from the account of the meeting published in the October number, page 719.) Ministers attending: Hon. Bryce Mackasey, Minister, Canada Department of Labour, and Hon. B. Fernand Nadeau, New Brunswick Minister of Labour. The head of the delegation and a government delegate was J. P. Després, Assistant Deputy Minister, Canada Department of Labour. The other government delegate was Georges Ignatieff, Ambassador and Permanent Representative of Canada to the United Nations Office in Geneva. The Government advisers were: Guy de Merlis, Assistant Director, International Labour Affairs Branch, Canada Department of Labour; Michel Fillion, (secretary to the delegation) International Labour Affairs Branch, Canada Department of Labour; Paul Lapointe, First Secretary, Permanent Mission of Canada to the United Nations Office, Geneva; Claude Mérineau, Director of Labour-Management Relations Branch, Department of Labour, Québec; T. B. McRae, Industry Specialist, Canada Department of Labour, Toronto; Dr. K. A. Pugh, Deputy Minister of Labour, Alberta; G. W. T. Reed, Chairman of the Ontario Labour Relations Board; Dr. Gil Schonning, Labour Counsellor, Canada House, London, England; Jan Wanczycki, Chief of the Studies Division, International Labour Affairs Branch, Canada Department of Labour. The assistant secretary to the delegation was Réjane Dodd, Canadian Embassy, Brussels.

Members of Parliament attending were: James McNulty, Parliamentary Secretary to the Minister of Labour; Gérard Duquet and David Weatherhead. Provincial representatives with the Canadian Delegation were: Dr. Louis Fine, Chairman of the Ontario Human Rights Commission, and Hector Wright, Commissioner of the B.C. Workmen's Compensation Board.

The Worker Delegate was Joseph Morris, Executive Vice-President of the Canadian Labour Congress and Member of the Governing Body of the International Labour Office. Worker advisers were: David Cairns, General Representative in Canada for the Brotherhood of Painters, Decorators and Paperhangers of America; Armand Jolicoeur, President of the Montreal Labour Council; Jude Poulin, trade union advisor, Confederation of National Trade Unions; John Simonds, Director, International Affairs Department, Canadian Labour Congress, and R. C. Smith, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees.

The Employer Delegate was W. H. Wightman, Manager of the Industrial Relations Department, Canadian Manufacturers' Association. Employer Advisors were: W. C. Black, Director of Personnel, RCA Ltd.; Georges Durocher, Director of Labour Relations, Canadian Construction Association; L. C. Godden, Assistant Vice-President for Labour Relations, Bell Telephone; Mark Stein, President, Magil Construction Ltd., and R. E. Wilkes, Executive Secretary, The Railway Association of Canada.

CIRRI speeches

The full text of all speeches given at the 7th annual meeting of the Canadian Industrial Relations Research Institute will appear in the first 1971 number of "Industrial Relations," a review published quarterly by the Department of Industrial Relations, Faculty of Social Sciences, Laval University, Québec.

Comment

John O'Donoghue, Research Economist, International Association of Machinists, comments as follows on a speech given at the Canadian Manufacturers' Association's annual meeting:

In his address to the annual general meeting of the Canadian Manufacturers' Association, R. V. Hicks, Q.C., of Toronto, made the following observations on the results of a survey conducted over the previous five years among 214 employers, both organized and unorganized, employing more than 450,000 employees (L. G., Oct., p. 704):

"The questionnaires were directed to comparative standards of compensation in organized and unorganized establishments . . . As to the comparative levels of wage rates for production workers, the survey returns show that, on the average, non-unionized employers provide a modestly lower starting rate—to the extent of some 4 cents or 5 cents per hour—while, conversely, their top rates are significantly higher by more than 20 cents an hour . . . But, on analysis, no support can be found for the proposition that union-represented employees occupy a position of general superiority."

What extraordinary "findings"! Canada is Canada and the United States of America are the United States of America. True, there are some areas of differences, areas of significant differences in many cases. But there are also significant similarities in the fields of economics and industrial relations. It is noteworthy that in a publication, "Population Characteristics, Series P-20, No. 202," issued by the U.S. Department of Commerce on June 18, 1970, ten days after Mr. Hicks' Montreal address and dealing with the year 1966, incidentally the first year of the five-year survey period chosen by the Canadian Manufacturers' Association, it is made abundantly clear that:

In the case of skilled workers—the median earnings of union members were 23 per cent higher than those of non-union members.

In the case of operatives and kindred workers—the median earnings of union members were 34 per cent higher than those of non-union members.

In the case of non-farm labourers—the median earnings of union members were 50 per cent higher than those of non-union members.

Some details are given in the introductory paragraph and in the Table A referred to therein, which are reproduced hereunder.

"Median earnings in 1966 of labour union members were, on the average, higher than those of non-union workers, according to estimates released by the Bureau of the Census. This relationship was true, for example, among year-round full-time workers in the three major occupation groups where organized labour was most heavily concentrated. Median earnings in 1966 of union craftsmen were $8,241 or 23 per cent greater than those of non-union workers in this trade. For operatives and non-farm labourers, median earnings of labour union workers also exceeded those of their non-union counterparts, as shown in Table A."

Table A. Median Earnings in 1966 of Year-Round Full-Time Workers in Selected Occupations, by Labour Union Membership

Occupation of Longest Job	Private Wage and Salary Workers: Number with Earnings (thousands)	Private Wage and Salary Workers: Per cent in Labour Unions	Median Earnings in 1966: In Labour Unions	Median Earnings in 1966: Not in Labour Unions	Ratio Median Earnings of Labour Union to Non-union Workers
Year-round full-time workers in 1966					
Craftsmen, foremen and kindred workers	6,328	46.9	$8,241	$6,684	1.2
Operatives and kindred workers	8,472	50.9	6,321	4,724	1.3
Non-farm Labourers	1,213	51.7	6,108	4,084	1.5

Correction

There were two errors in the article, "Attitudes to Technological Change," in the September Gazette. P. 643, col. 1, para. 2, line 3: "attention" should read "problems." P. 644, col. 2, para. 1, line 12: insert "unrest" after "labour."

Publications in the library

List No. 260

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public) or directly if there is no local library. When requesting loans, please indicate the publication numeral and month listed.

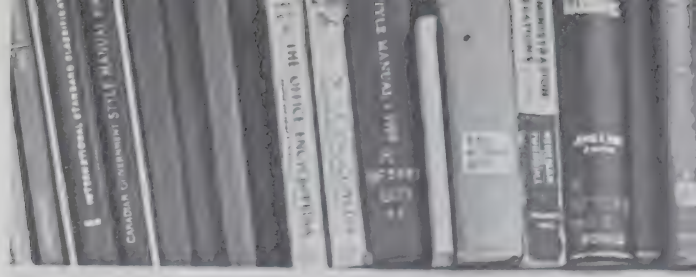
Business

■ **No. 1—Irwin, Patrick Hamilton.** Business planning; key to profit growth. Hamilton, Society of Industrial Accounts of Canada; Toronto, Ryerson Press, c1969. x, 167 p.

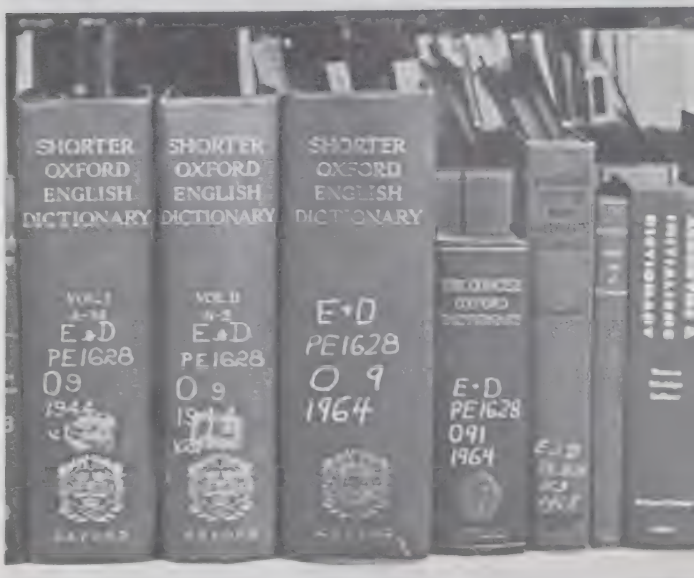
■ **No. 2—National Industrial Conference Board.** Inter-company transactions in the multinational firm; a survey, by James Greene and Michael G. Duerr. New York, 1970. 55 p.

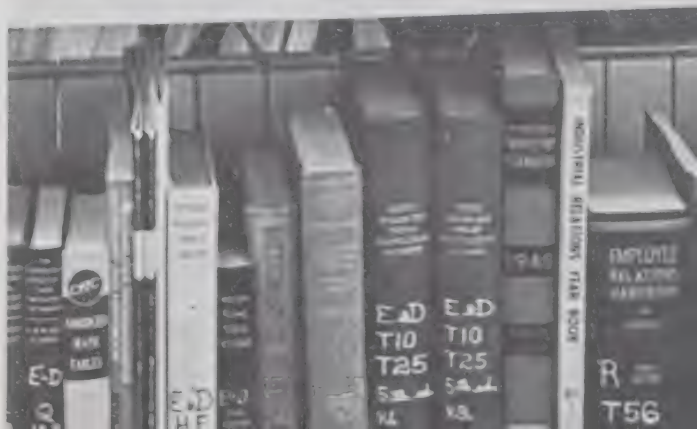
Communism

■ **No. 3—Dash, Jack.** Good morning, brothers! London, Lawrence & Wishart, 1969. 190 p. Autobiography of a British Communist, dockworker, and member of the Transport and General Workers' Union.









■ **No. 4—Martin, Roderick.** Communism and the British trade unions, 1924-1933; a study of the National Minority Movement. Oxford, Clarendon Press, 1969. xii, 209 p.

Employment management

■ **No. 5—National Industrial Conference Board.** Incentive plans for salesmen, by David A. Weeks. New York, 1970. 98 p.

■ **No. 6—Williams, Michael R.** Supervisory management in the office. London, Heinemann [c1969] xiv, 130 p. Published in association with the Institute of Supervisory Management.

Industrial relations

■ **No. 7—Bloom, Gordon Falk.** Economics of labor relations [by] Gordon F. Bloom [and] Herbert R. Northrup. 6th ed. Homewood, Ill., R. D. Irwin; Nobleton, Ont., Irwin-Dorsey Ltd., 1969, xviii, 751 p.

■ **No. 8—McAuley, Mary.** Labour disputes in Soviet Russia, 1957-1965. Oxford, Clarendon Press, 1969. 269 p.

■ **No. 9—Trotta, Maurice S.** Grievence [sic] handling for foremen, by Maurice S. Trotta [and] Walter W. Bishop. Ann Arbor, Bureau of Industrial Relations, University of Michigan, c1969, xiii, 115 p.

■ **No. 10—Wortman, Max Sidones, comp.** Critical issues in labor; text and readings. New York, Macmillan, 1969, xiii, 466 p.

Labour organization

■ **No. 12—Greenstone, John David.** Labor in American politics, New York, Knopf, 1969. xviii, 408, L [i.e. 50] p.

■ **No. 12—Lovell, John Christopher.** Stevedores and dockers; a study of trade unionism in the port of London, 1870-1914. London, Macmillan, c1969. 270 p.

■ **No. 13—Radosh, Ronald.** American labor and United States foreign policy. New York, Random House, c1969. 463 p.

Labour supply

■ **No. 14—Conference on Employment Problems of Automation and Advanced Technology, Geneva, 1964.** Employment problems of automation and advanced technology: an international perspective; proceedings of a conference held at Geneva by the International Institute for Labour Studies, 19-24 July 1964; edited and introduced by Jack Stieber. London, Macmillan; New York, St. Martin's Press, 1966. xvii, 479 p.

■ **No. 15—Fair, Ray Clarence.** The short-run demand for workers and hours. Amsterdam, North-Holland Publishing Co., 1969. xii, 225 p.

Labouring classes

■ **No 16—International Labour Organization.** India; vocational training schemes for industry; [final report prepared for the Government of India by the International Labour Organization, as participating and executing agency for the United Nations Development Programme. Geneva, 1969] 107 p.

■ **No. 17—International Labour Office.** Technical guide, 1970; descriptions of series published in the Bulletin of Labour Statistics. [3rd ed.] Geneva, 1970. 2v. Contents: v.1. Consumer prices. v.2. Employment, unemployment, hours of work, wages.

■ **No. 18—Ontario.** Department of Labour. Research Branch. Survey of the barbering industry in Ontario, August 1968, by Albert E. Alleyne. Toronto, 1969. 67 p.

■ **No. 19—Organization for Economic Co-operation and Development.** Internal migration; human gains and losses, by R. C. Taylor. Paris, 1969. 109 p.

■ **No. 20—Seminar on Collective Bargaining, Niagara University and St. Bonaventure University, 1968.** Crisis in bargaining? Edited by Luke Power, Samuel H. Sackman [and] Eugene A. Walsh. Foreword by Joseph P. O'Donnell. Niagara Falls, N.Y., Niagara University Press, 1969. xiv, 137 p. "Sponsored by the Federal Mediation and Conciliation Service, the Industrial Relations Research Association for Western New York and the host universities."

■ **No. 21—Weisberger, Bernard A.** The new industrial society. New York, John Wiley, c1969. 162 p.

■ **No. 22—Wright, Peter L.** The coloured worker in British industry; with special reference to the Midlands and North of England. London, New York, [etc.] published for the Institute of Race Relations, London, [by] Oxford U.P., 1968. xvii, 245 p.

Manpower policy

■ **No. 23—Mangum, Garth Leroy.** The emergence of manpower policy. New York, Holt, Rinehart and Winston, c1969. xiii, 173 p.

■ **No. 24—North American Conference on Cost-Benefit Analysis of Manpower Policies, University of Wisconsin, 1969.** Cost-benefit analysis of manpower policies; proceedings of a North American conference. Editors: G. G. Somers & W. D. Wood. Kingston, Ont., Industrial Relations Centre, Queen's University, c1969. xix, 272 p. "Under the auspices of Center for Studies in Vocational and Technical Education, the University of Wisconsin [and] Industrial Relations Centre, Queen's University. Sponsored by Canadian Department of Manpower and Immigration, [and] United States Department of Labor."

Task force on labour relations

The following 5 studies were prepared for the Task Force on Labour Relations and published by the Queen's Printer in Ottawa in 1970.

■ **No. 25—Chernick, Jack.** Adaptation and innovation in wage payment systems in Canada. 130 p. Résumé en français, p. 121-130.

■ **No. 26—Goldenberg, Shirley B.** Professional workers and collective bargaining; an analysis of the problems which professional workers and their employers face when they adopt a collective bargaining relationship. 298 p. Appendix A: The case of the engineers. p. 112-257. Résumé en français, p. 286-298.

■ **No. 27—Samlalsingh, Ruby Stella.** Broadcasting, an industry study. 130 p. Résumé en français, p. 121-130.

■ **No. 28—Solasse, Bernard.** Syndicalisme, consommation et société de consommation; La Confédération des Syndicats Nationaux et le problème de la consommation. 47 p. Summary in English, p. 39-47.

■ **No. 29—Weiler, Paul C.** Labour arbitration and industrial change. 146 p. Résumé en français, p. 145-146.

Wages

■ **No. 30—Lerner, Shirley W., ed.** Workshop wage determination, edited by Shirley W. Lerner, John R. Cable and S. Gupta. The Manchester research team: John Cable [and others] Oxford, Pergamon Press [1969] 294 p. The views expressed in this book are an outgrowth of discussions in the Advanced Seminar in Industrial Relations in the Economics Department, the University of Manchester.

■ **No. 31—O'Herlihy, C. St.J.** Measuring minimum wage effects in the United States. Geneva, International Labour Office, 1969. 84 p.

Women—employment

■ **No. 32—U.S. Women's Bureau.** Automation and women workers. Washington, GPO, 1970. 12 p.

■ **No. 33—Wolfe, Helen (Bickel).** Women in the world of work. Albany, University of the State of New York, State Education Department, Division of Research, 1969. 65 p.

Youth

■ **No. 34—Evans, Alan.** Youth exchanges: the way ahead; a report based on a survey sponsored by the European Educational and [sic] Research Trust and undertaken by Political and Economic Planning London, Europe House Publication, 1970. viii, 63 p.

■ **No. 35—Keene, Nancy Beatrice.** The employment of young workers. London, Batsford, c1969. 237 p.

Miscellaneous

■ **No. 36—Australia. National Labour Advisory Council.** Review of Australian law and practice relating to conventions adopted by the International Labour Conference. Melbourne, Australia Dept. of Labour and National Service, 1969. 122 p.

■ **No 37—Greenough, William Croan.** Benefit plans in American colleges, by William C. Greenough and Francis P. King. New York, Columbia University Press, 1969. xiv, 481 p.

■ **No. 38—Hoar, Victor.** The On to Ottawa Trek. Toronto, Copp Clark, c1970. 54 p.

■ **No. 39—Kerr, Clark.** Marshall, Marx and modern times; the multi-dimensional society. Cambridge, University Press, 1969. 138 p. The Marshall lectures, 1967-68.

■ **No. 40—Lucas, Rex A.** Men in crisis; a study of a mine disaster. New York, Basic Books, 1969. ix, 335 p. A sociological study of 18 survivors of the Springhill, Nova Scotia mine disaster in October 1958.

■ **No. 41—Nonprofessionals in the human services.** Charles Grosser, William E. Henry [and] James G. Kelly, editors. [1st ed.] San Francisco, Jossey-Bass, 1969. xxi, 263 p. Papers from a joint conference of the National Association of Social Workers and the American Psychological Association, held in Washington, D.C., 1967.

■ **No. 42—Sindler, Allan Paul, ed.** American political institutions and public policy; five contemporary studies. Boston, Little, Brown, 1969. viii, 280 p.

■ **No. 43—Social security in international perspective; essays in honor of Eveline M. Burns.** Edited by Shirley Jenkins. Contributors: Henning Friis [and others] New York, Columbia University Press, 1969. xii, 255 p. Contents: Eveline M. Burns: Social economist, by V. Shlakman. Transfer and redistribution as social process, by R. J. Lampman. Income maintenance: social insurance and public assistance, by I. C. Merriam. Health services: problems of cost and distribution, by H. M. Somers. An emerging system of income maintenance: Canada in transition, by J. S. Morgan. Issues in social security policies in Denmark, by H. Friis. New guardians of the poor in Britain, by R. M. Titmuss. Social security in France, by P. Laroque. Social security in India: limited resources, unlimited needs, by S. Z. Hasan. Social security as system, by A. J. Kahn. Writings of Eveline M. Burns from 1923 through 1968 (p. [229]-241).

■ **No. 44—University League for Social Reform** Close the 49th parallel etc; the Americanization of Canada. Edited by Ian Lumsden. Toronto, University of Toronto Press, c1970. 336 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 18, 1970		8,819	+ 1.6	+ 3.1
Employed		8,301	+ 1.9	+ 1.2
Agriculture		619	+ 8.8	− 3.9
Non-agriculture		7,682	+ 1.4	+ 1.7
Paid workers		7,181	+ 1.9	+ 1.8
At work 35 hours or more		5,767	−12.4	− 2.2
At work less than 35 hours		1,168	− 5.9	+19.7
Employed but not at work		1,367	+319.3	+ 2.7
Unemployed		518	− 2.1	+48.4
Atlantic		48	+26.3	+14.3
Québec		184	− 2.1	+32.4
Ontario		153	− 3.2	+59.4
Prairie		57	− 1.7	+50.0
British Columbia		76	−12.6	+123.5
Without work and seeking work		490	− 3.4	+48.9
On temporary layoff up to 30 days		27	+17.4	+35.0
INDUSTRIAL EMPLOYMENT (1961 = 100)†	June	129.9	+ 2.7	− 0.2
Manufacturing employment (1961 = 100)†	June	125.2	+ 2.1	− 2.9
IMMIGRATION	1st quarter 1970	30,783	−	− 0.02
Destined to the labour force	1st quarter 1970	16,706	−	− 0.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	94	− 6.9	−29.3
No. of workers involved	June	72,736	−18.2	+18.5
Duration in man days	June	1,112,920	−11.9	+22.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†	June	$ 126.61	− 0.4	+ 7.7
Average hourly earnings (mfg.)†	June	$ 3.01	+ 0.7	+ 8.3
Average weekly hours paid†	June	40.0	0.0	− 0.5
Average weekly wages (mfg.)†	June	$ 120.59	+ 0.6	+ 7.8
Consumer price index (1961 = 100)	July	130.5	+ 0.5	+ 3.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	May	124.0	+ 0.6	+ 3.8
Total labour income (Millions of dollars)†	June	$ 3,878.9	+ 0.9	+ 8.3
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June	170.2	− 0.2	+ 1.1
Manufacturing	June	166.4	− 0.7	− 2.2
Durables	June	183.8	+ 0.5	− 4.5
Non-durables	June	152.1	− 1.9	+ 0.1
NEW RESIDENTIAL CONSTRUCTION**				
Starts	June	11,585	+37.7	−38.3
Completions	June	8,108	−33.7	−38.3
Under construction	June	98,580	+ 3.6	−15.0

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended July 18, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,819	713	2,455	3,269	1,463	919
Men	6,020	499	1,702	2,197	1,001	621
Women	2,799	214	753	1,072	462	298
14-19 years	1,219	110	330	421	232	127
20-24 years	1,387	142	429	464	221	130
25-44 years	3,557	246	1,025	1,359	547	380
45-64 years	2,450	200	620	948	421	261
65 years and over	207	16	52	77	42	21
EMPLOYED	8,301	665	2,271	3,116	1,406	843
Men	5,649	462	1,567	2,093	962	565
Women	2,652	203	704	1,023	444	278
Agriculture	619	34	132	157	260	36
Non-agriculture	7,682	631	2,139	2,959	1,146	807
Paid Workers	7,181	582	1,967	2,795	1,093	744
Men	4,760	397	1,338	1,840	694	491
Women	2,421	185	629	955	399	253
UNEMPLOYED	518	48	184	153	57	76
Men	371	37	135	104	39	56
Women	147	11	49	49	18	20
PERSONS NOT IN LABOUR FORCE	6,211	671	1,835	2,132	957	616
Men	1,428	187	414	468	217	142
Women	4,783	484	1,421	1,664	740	474

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended July 18, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	15,030	2,490	4,213	1,242	4,321	1,191	1,572
LABOUR FORCE	8,819	1,219	4,041	1,098	1,436	819	207
Employed	8,301	1,037	3,899	984	1,395	786	200
Unemployed	518	182	142	113	41	33	**
NOT IN LABOUR FORCE	6,211	1,271	172	145	2,885	372	1,365
PARTICIPATION RATE†							
1970—July 18	58.7	49.0	95.9	88.4	33.2	68.8	13.2
June 20	57.8	40.9	96.1	87.7	34.6	70.0	13.4
UNEMPLOYMENT RATE‡							
1970—July 18	5.9	14.9	3.5	10.3	2.9	4.0	**
June 20	6.1	17.7	3.6	11.7	2.6	4.4	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended July 18, 1970

	July 1970	June 1970	July 1969
	(in thousands)		
TOTAL UNEMPLOYED	518	529	349
On temporary layoff up to 30 days	27	23	20
Without work and seeking work	490	507	329
Seeking:			
Full-time work	442	462	304
Part-time work	48	44	25
Under 1 month	128	187	102
1-3 months	205	157	131
4-6 months	69	75	35
More than 6 months	88	88	61

Source: Labour Force Survey, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at April 197 employers in the principal non-agricultural industries reported a total employment of 3,691,524; at May 1970 the figure was 3,751,59 Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establish ments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C- are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners fo whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wag earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Averag Weekl Wage an Salari
			$			$
AVERAGE						
1965	114.3	116.3	91.01	117.2	116.2	94.7
1966	120.7	123.1	96.34	123.5	122.8	100.1
1967	122.6	131.4	102.83	123.1	130.6	106.5
1968	122.7	140.4	109.88	122.1	140.3	114.4
1969	126.9	150.3	117.63	125.2	150.7	122.9
1969—March	122.6	148.4	116.11	123.2	149.3	121.7
April	123.4	148.8	116.43	123.6	149.4	121.8
May	127.0	149.9	117.26	126.2	150.3	122.5
June	130.2	150.3	117.61	128.9	150.4	122.6
July	129.1	151.1	118.21	125.3	149.8	122.1
August	131.1	152.2	119.07	127.9	150.3	122.5
September	130.3	154.0	120.49	127.0	154.0	125.6
October	130.0	154.3	120.71	126.7	154.4	125.9
November	130.1	155.2	121.42	126.4	156.0	127.1
December	126.5	149.4	116.89	123.3	150.2	122.4
1970—January	124.4	157.3	123.08	122.5	158.5	129.2
February	124.3	158.7	124.14	122.6	159.6	130.1
March*	124.2	158.2	123.79	122.6	159.5	130.0
April†	124.5	160.4	125.46	122.3	161.2	131.4

*Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; financ insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100) Employment	Industrial Composite‡ Index Numbers (1961 = 100) Average Weekly Wages and Salaries	Industrial Composite‡ Average Weekly Wages and Salaries	Manufacturing Index Numbers (1961 = 100) Employment	Manufacturing Index Numbers (1961 = 100) Average Weekly Wages and Salaries	Manufacturing Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969	126.9	150.3	117.63	125.2	150.7	122.93
1969—May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.3	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April*	124.5	160.4	125.53	122.2	161.2	131.43
May†	126.5	161.2	126.12	122.6	162.5	132.54

*Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1970	March 1970	April 1969	April 1970	March 1970	Apr 196
		(1961 — 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	111.7	109.7	112.1	106.56	104.82	96.5
Newfoundland	113.3	111.9	111.0	116.09	117.42	103.4
Prince Edward Island	115.3	113.1	113.4	85.48	83.59	82.7
Nova Scotia	111.1	108.7	114.2	105.05	101.23	94.3
New Brunswick	110.9	109.2	110.2	104.03	102.71	95.9
Québec	116.5	116.4	116.1	121.14	119.31	113.5
Ontario	130.0	129.5	129.1	129.68	127.89	120.2
Prairie Region	122.2	123.0	121.1	119.70	118.40	110.9
Manitoba	115.4	115.7	112.7	114.46	113.02	106.8
Saskatchewan	108.4	108.6	115.5	113.84	112.82	106.4
Alberta	133.6	135.0	130.5	125.47	124.13	115.5
British Columbia	137.9	138.0	132.6	137.39	136.14	126.9
CANADA	124.5	124.2	123.4	125.46	123.79	116.4
URBAN AREAS						
St. John's	130.0	128.4	133.5	99.44	97.94	91.7
Halifax	118.9	119.9	117.6	106.65	102.57	96.5
Sydney	88.5	87.4	96.3	109.53	110.06	97.5
Moncton	131.0	129.6	120.4	97.31	95.05	91.4
Saint John	111.5	110.1	113.3	103.43	101.15	93.1
Chicoutimi	111.1	109.8	108.1	141.64	138.41	131.7
Montreal	120.9	120.7	121.5	124.39	122.29	115.4
Québec	119.3	118.7	116.0	109.25	106.44	98.0
Shawinigan	91.9	91.9	92.7	126.40	126.02	119.1
Sherbrooke	110.4	112.5	114.0	106.08	103.38	99.7
Trois-Rivières	113.7	112.5	111.9	115.18	113.70	105.4
Ottawa-Hull	137.1	136.4	134.0	117.14	115.05	107.5
Belleville	125.1	125.1	121.4	106.94	106.22	102.7
Brampton	283.2	282.9	277.0	128.52	125.93	119.7
Brantford	133.4	135.0	136.1	117.20	116.33	112.9
Fort William-Port Arthur	120.7	118.5	121.4	119.28	118.72	116.8
Guelph	140.0	139.2	140.8	119.73	117.93	109.5
Hamilton	121.6	121.7	123.5	132.98	131.65	122.0
Kingston	125.8	125.2	127.0	119.85	125.21	114.5
Kitchener	152.8	153.3	151.0	114.91	113.57	106.8
London	123.3	122.5	122.6	120.63	116.73	112.1
Niagara Falls	104.1	103.8	107.1	119.64	121.96	111.8
Oshawa	137.4	138.2	140.9	145.82	141.67	136.9
Peterborough	143.5	142.3	138.1	128.56	125.58	121.9
Sarnia	137.9	138.2	141.4	162.40	156.18	152.5
Sault Ste. Marie	119.4	117.5	123.9	145.89	145.72	129.9
Sudbury	129.7	128.9	125.3	152.90	165.12	141.8
St. Catharines	141.5	138.3	139.6	136.25	135.91	132.2
Timmins	69.5	68.6	70.2	113.76	116.17	102.8
Toronto	133.9	133.4	132.3	131.47	129.36	121.6
Welland	113.8	114.1	112.0	146.31	143.60	133.9
Windsor	149.1	148.6	151.4	152.76	142.53	135.3
Winnipeg	119.4	119.8	116.1	107.20	105.71	99.5
Regina	113.5	114.8	121.6	108.58	107.68	101.5
Saskatoon	130.0	130.3	138.3	107.48	107.12	98.7
Calgary	144.7	145.0	142.9	123.95	122.26	114.2
Edmonton	143.9	144.3	140.4	119.62	116.97	110.7
Vancouver	139.8	140.6	136.3	133.67	131.52	123.2
Victoria	132.0	133.9	131.3	119.45	117.25	111.0

* Latest figures subject to revision.

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	116.5	110.9	117.7	105.32	106.64	96.10
Newfoundland	118.2	111.1	116.6	114.92	116.56	104.54
Prince Edward Island	130.1	115.3	129.0	83.32	85.48	80.86
Nova Scotia	114.0	110.7	116.8	104.30	105.00	94.70
New Brunswick	117.2	110.5	118.4	102.42	104.14	93.86
Québec	119.0	116.7	119.8	121.74	120.93	114.70
Ontario	131.9	129.9	131.5	131.26	129.92	121.25
Prairie Region	125.2	122.3	126.1	120.75	119.88	111.45
Manitoba	117.4	115.4	118.0	115.46	114.28	107.31
Saskatchewan	112.0	108.2	119.9	114.74	113.90	107.38
Alberta	137.3	133.8	135.5	126.57	125.93	115.98
British Columbia	135.1	138.0	137.6	135.66	137.34	127.89
CANADA	126.5	124.5	127.0	126.12	125.53	117.26
URBAN AREAS						
St. John's	133.3	130.0	138.3	99.21	98.64	93.29
Halifax	119.9	118.0	118.5	106.19	106.32	96.86
Sydney	91.3	88.6	91.4	106.31	109.60	98.36
Moncton	134.0	131.0	126.0	99.36	97.35	92.19
Saint John	114.8	111.2	112.8	103.64	103.81	95.23
Chicoutimi	113.5	110.5	110.5	142.07	141.73	131.80
Montreal	121.6	121.2	123.5	125.27	124.16	116.97
Québec	122.0	119.7	113.2	108.81	108.61	98.52
Shawinigan	96.5	91.8	94.2	124.87	126.40	121.02
Sherbrooke	110.9	110.2	115.9	107.98	105.36	99.32
Trois-Rivières	109.1	113.9	114.6	117.93	115.43	107.64
Ottawa-Hull	141.3	137.1	136.1	117.74	117.33	109.33
Belleville	125.2	123.4	123.3	110.12	107.23	103.23
Brampton	290.9	284.3	282.2	127.59	128.25	119.04
Brantford	132.3	133.6	135.9	117.41	117.76	111.21
Thunder Bay	121.5	120.7	124.6	121.35	120.60	118.11
Guelph	143.7	142.9	143.5	121.39	120.33	108.36
Hamilton	122.8	121.6	124.5	134.56	132.66	122.55
Kingston	126.9	125.8	130.8	120.18	119.85	113.53
Kitchener	153.2	152.3	154.4	116.58	115.10	107.60
London	125.0	122.6	124.7	121.84	120.24	113.92
Niagara Falls	114.2	104.1	113.9	116.38	120.36	113.00
Oshawa	138.5	137.4	144.9	146.86	145.95	136.23
Peterborough	140.6	143.7	142.9	131.12	131.30	121.90
Sarnia	138.0	137.2	143.1	162.68	162.90	155.69
Sault Ste. Marie	124.2	119.5	125.2	144.74	145.89	133.78
Sudbury	131.6	129.6	128.0	156.36	153.63	142.53
St. Catharines	143.5	140.6	143.3	140.67	138.49	133.84
Timmins	71.4	69.5	72.5	115.24	113.76	105.16
Toronto	135.3	134.1	133.0	133.50	131.65	122.25
Welland	117.9	113.7	114.7	146.93	146.36	139.11
Windsor	149.5	148.8	154.8	155.45	152.79	137.53
Winnipeg	121.4	119.4	120.9	108.38	107.20	100.32
Regina	116.3	113.0	122.7	111.02	108.75	103.26
Saskatoon	131.2	129.4	139.7	109.64	107.32	99.90
Calgary	147.2	144.4	147.9	125.91	124.53	115.35
Edmonton	146.6	144.1	143.1	120.97	120.14	110.01
Vancouver	137.9	139.4	139.5	132.12	133.38	124.01
Victoria	127.9	131.6	132.3	115.70	117.57	114.91

* Latest figures subjects to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1970	March 1970	April 1969	April 1970	March 1970	April 1969
	(1961 — 100)			$	$	$
MINING, INCLUDING MILLING	112.1	113.2	108.8	163.04	165.76	147.02
Metals	105.2	103.2	103.6	161.81	167.08	146.64
Mineral fuels	106.7	106.8	104.3	174.96	173.41	154.93
Non-metals except fuels	132.3	130.9	118.3	148.75	148.99	135.18
Quarries and sand pits	99.1	88.0	101.1	137.89	130.28	131.93
Services incidental to mining	152.0	184.4	146.1	173.01	173.67	152.79
MANUFACTURING	122.3	122.6	123.6	131.45	130.08	121.84
Durable goods	134.0	135.0	136.5	140.94	139.21	130.65
Non-durable goods	112.7	112.5	113.2	122.31	121.20	113.24
Food and beverages	103.9	100.6	102.8	118.55	118.24	107.97
Foods	103.1	99.6	101.7	114.65	114.27	104.40
Beverages	108.5	106.9	109.7	141.96	141.63	128.79
Tobacco processing and products	100.1	103.5	94.5	140.03	135.01	126.24
Rubber products	111.5	112.4	125.2	134.22	133.02	127.78
Leather products	88.9	90.8	100.1	84.12	82.87	80.02
Textile products	114.2	115.6	120.5	108.87	108.16	101.72
Knitting mills	115.4	116.5	116.6	82.26	80.81	77.88
Clothing	107.6	111.4	108.0	79.82	79.12	75.46
Wood products	105.5	106.5	112.6	118.51	117.43	109.87
Furniture and fixtures	126.1	127.6	130.2	105.70	104.73	100.20
Paper and allied industries	120.4	119.8	117.8	150.66	149.73	140.74
Printing, publishing and allied industries	115.2	115.1	114.6	136.07	135.00	126.41
Primary metal industries	130.0	130.2	129.7	156.31	156.66	142.21
Metal fabricating industries	133.4	133.7	134.9	138.49	135.49	127.09
Machinery, except electrical	152.7	154.2	149.0	150.73	148.01	141.75
Transportation equipment	150.2	151.4	156.4	153.30	150.64	142.27
Electrical products	146.6	148.0	147.5	132.44	131.06	124.94
Non-metallic mineral products	110.9	112.4	113.4	138.65	136.88	129.37
Petroleum and coal products	103.4	103.9	102.8	196.77	189.05	179.08
Chemicals and chemical products	121.3	120.6	120.5	147.41	147.50	137.25
Miscellaneous manufacturing industries	148.4	149.6	144.7	112.72	111.71	104.73
CONSTRUCTION	105.5	102.4	111.3	163.38	152.90	147.49
Building	120.4	119.5	126.2	163.22	150.67	143.70
Engineering	79.8	72.9	85.5	163.79	159.17	157.14
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.7	108.1	108.9	140.40	139.15	129.76
Transportation	104.0	102.0	103.2	137.99	136.91	128.11
Storage	108.5	104.6	109.4	126.64	124.24	114.03
Communication	121.9	121.8	121.6	135.73	132.89	124.72
TRADE	137.3	137.2	133.2	99.97	98.79	92.68
Wholesale trade	131.7	131.7	126.2	127.22	124.95	116.14
Retail trade	140.3	140.2	137.1	85.95	85.31	80.77
FINANCE, INSURANCE AND REAL ESTATE	142.6	142.8	136.1	119.41	117.86	113.58
Financial institutions	147.6	148.1	140.3	116.26	114.28	111.72
Insurance and real estate	135.9	135.6	130.5	124.00	123.12	116.27
SERVICE	174.3	171.9	163.4	90.39	89.38	83.16
Recreational services	154.7	144.4	144.0	84.18	82.18	77.31
Business services	194.3	194.4	186.2	141.42	138.59	127.81
Personal services	157.9	155.7	149.8	66.10	66.47	61.57
Miscellaneous services	217.2	216.5	192.7	91.37	88.64	86.11
INDUSTRIAL COMPOSITE	124.5	124.2	123.4	125.46	123.79	116.43

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
	(1961 = 100)					
MINING, INCLUDING MILLING	116.3	112.3	107.6	162.16	163.31	147.10
Metals	108.6	105.2	99.6	164.35	162.14	147.16
Mineral fuels	110.7	107.0	102.4	168.35	175.09	158.39
Non-metals except fuels	136.8	132.6	120.3	145.96	148.76	133.26
Quarries and sand pits	105.7	99.1	115.5	139.80	137.99	130.28
Services incidental to mining	159.7	153.0	153.0	166.73	173.43	149.10
MANUFACTURING	122.6	122.2	126.2	132.54	131.43	122.59
Durable goods	133.1	134.0	138.8	142.38	140.95	131.81
Non-durable goods	114.0	112.6	115.9	123.23	122.25	113.65
Food and beverages	108.6	103.3	109.1	119.12	118.57	107.93
Foods	107.7	102.4	108.3	115.27	114.68	104.03
Beverages	113.9	108.7	114.7	142.11	141.67	131.08
Tobacco processing and products	90.8	100.1	87.7	148.87	140.03	129.61
Rubber products	108.4	111.5	126.2	140.18	134.22	126.06
Leather products	87.8	88.7	100.5	86.29	84.00	81.03
Textile products	112.4	114.4	121.8	111.46	108.64	101.33
Knitting mills	113.3	114.6	116.8	83.14	82.12	78.04
Clothing	107.8	107.6	108.2	81.25	79.82	75.47
Wood products	101.5	105.8	115.7	115.88	118.10	110.01
Furniture and fixtures	124.2	126.1	130.6	106.65	105.61	99.78
Paper and allied industries	120.0	120.5	121.9	148.64	150.56	141.52
Printing, publishing and allied industries	118.1	115.1	114.9	136.78	135.99	127.30
Primary metal industries	132.7	129.9	132.1	158.68	156.32	145.94
Metal fabricating industries	133.9	133.4	136.7	139.03	138.30	128.37
Machinery, except electrical	146.1	152.8	149.3	151.68	150.60	139.77
Transportation equipment	149.7	150.0	157.8	155.69	153.70	144.44
Electrical products	144.1	146.4	151.0	134.69	132.62	125.02
Non-metallic mineral products	114.5	111.1	118.8	140.37	138.70	131.96
Petroleum and coal products	108.1	103.7	105.6	191.61	195.55	183.24
Chemicals and chemical products	122.8	121.3	122.0	149.01	147.38	137.80
Miscellaneous manufacturing industries	148.9	148.7	146.7	114.18	112.67	104.86
CONSTRUCTION	112.6	104.7	114.4	165.20	164.13	149.54
Building	120.4	120.1	120.0	167.14	163.05	145.25
Engineering	99.3	78.1	104.7	161.17	166.99	158.03
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.2	109.7	114.1	141.90	140.94	130.78
Transportation	106.5	103.9	109.6	139.61	138.83	129.29
Storage	110.8	108.7	111.9	127.28	124.60	116.20
Communication	123.8	122.0	123.6	136.25	135.20	126.65
TRADE	138.3	137.4	134.7	100.06	99.94	93.59
Wholesale trade	132.1	131.8	128.2	126.50	127.09	117.11
Retail trade	141.6	140.5	138.3	86.53	85.97	81.57
FINANCE, INSURANCE AND REAL ESTATE	143.4	142.7	138.0	119.35	119.42	114.62
Financial institutions	148.1	147.6	142.5	115.92	116.24	112.49
Insurance and real estate	137.0	136.1	131.9	124.35	124.06	117.73
SERVICE	179.9	174.5	171.3	89.89	90.32	83.59
Recreational services	174.5	152.7	166.3	84.88	83.80	77.34
Business services	193.0	194.5	187.2	141.39	141.43	129.68
Personal services	163.0	157.2	156.4	66.17	66.13	62.36
Miscellaneous services	222.9	221.5	203.7	90.85	90.76	86.11
INDUSTRIAL COMPOSITE	126.5	124.5	127.0	126.12	125.53	117.26

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	40.6	41.0	41.5	3.72	3.66	3.24	151.04	150.12	134.51
Metals	40.4	40.0	41.0	3.84	3.79	3.36	155.27	151.47	137.84
Mineral fuels	38.9	42.1	41.0	3.53	3.42	2.97	137.37	144.04	121.80
Non-metals, except fuels	41.3	42.0	41.7	3.35	3.37	2.98	138.19	141.33	124.28
Quarries and sand pits	45.5	45.1	49.2	2.98	2.97	2.64	135.53	133.78	129.87
Services incidental to mining	40.7	42.7	41.1	4.07	3.91	3.49	165.35	167.13	143.41
MANUFACTURING	40.0	39.8	40.4	2.99	2.99	2.77	119.88	118.84	111.97
Durable goods	40.3	40.3	41.0	3.24	3.22	2.98	130.82	129.77	122.21
Non-durable goods	39.7	39.3	39.8	2.75	2.74	2.55	109.10	107.83	101.48
Food and beverages	40.2	39.2	39.7	2.67	2.70	2.45	107.34	106.01	97.18
Foods	40.2	39.1	39.6	2.58	2.62	2.37	103.71	102.38	93.77
Beverages	40.3	39.9	40.2	3.32	3.31	3.04	133.80	132.22	122.49
Tobacco processing and products	39.1	38.2	36.5	3.48	3.31	3.19	136.10	126.39	116.74
Rubber products	41.4	40.4	40.8	3.19	3.07	2.87	132.17	124.07	117.33
Leather products	37.9	37.1	39.2	2.03	2.00	1.90	76.81	74.21	74.33
Textile products	41.0	40.5	41.3	2.37	2.34	2.17	97.16	94.96	89.73
Miscellaneous textiles	41.1	39.7	39.6	2.60	2.53	2.21	106.84	100.40	87.66
Knitting mills	40.2	39.4	40.8	1.80	1.80	1.70	72.35	70.97	69.08
Clothing	36.7	36.1	37.1	1.97	1.95	1.86	72.27	70.52	69.02
Wood products	38.5	39.0	39.6	2.80	2.86	2.65	107.81	111.34	104.83
Furniture and fixtures	40.3	39.8	41.5	2.40	2.38	2.20	96.50	94.75	91.51
Paper and allied industries	40.8	41.2	41.1	3.40	3.42	3.24	138.67	140.78	133.10
Pulp and paper mills	40.8	41.4	41.2	3.68	3.69	3.53	150.24	152.92	145.46
Printing, publishing and allied industries	37.5	37.8	37.8	3.50	3.46	3.28	131.51	130.71	124.09
Primary metal industries	41.0	40.6	41.5	3.64	3.59	3.31	149.09	145.76	137.45
Iron and steel mills	41.0	40.1	41.3	3.83	3.77	3.42	157.18	151.20	141.57
Metal fabricating industries	40.5	40.7	41.3	3.23	3.19	2.94	130.88	129.88	121.27
Machinery, except electrical	40.8	40.9	41.2	3.34	3.37	3.14	136.38	137.88	129.31
Transportation equipment	40.8	40.5	40.9	3.56	3.53	3.28	145.30	143.11	134.17
Aircraft and parts	40.1	40.4	39.8	3.43	3.41	3.24	137.57	137.53	129.03
Motor vehicles	41.1	40.4	40.9	3.70	3.66	3.38	151.84	147.70	138.01
Assembling	42.3	41.6	41.2	4.03	4.02	3.65	170.60	167.31	150.59
Parts and accessories	40.2	39.5	40.4	3.52	3.46	3.24	141.37	136.88	130.66
Shipbuilding and repairing	39.6	40.9	42.2	3.51	3.52	3.32	139.05	144.08	140.22
Electrical products	39.1	39.6	40.2	2.94	2.91	2.70	114.89	114.95	108.59
Communications equipment	39.2	39.7	40.0	2.82	2.82	2.59	110.60	112.04	103.51
Non-metallic mineral products	42.1	41.4	43.3	3.12	3.11	2.93	131.48	128.79	127.04
Petroleum and coal products	43.0	43.3	45.7	4.21	4.26	3.79	181.23	184.37	173.33
Chemical and chemical products	41.1	40.4	40.9	3.19	3.15	2.95	130.87	127.25	120.36
Miscellaneous manufacturing industries	40.4	40.0	40.4	2.40	2.38	2.23	97.02	95.29	90.04
CONSTRUCTION	40.0	38.7	40.7	4.13	4.17	3.61	164.90	161.42	146.63
Building	38.4	38.1	38.4	4.31	4.22	3.70	165.44	160.83	142.22
General contractors	39.2	38.5	38.3	4.10	4.06	3.57	160.67	156.57	136.51
Special trade contractors	37.8	37.8	38.5	4.46	4.34	3.81	168.76	163.74	146.71
Engineering	43.4	40.5	45.2	3.78	4.03	3.44	163.72	163.06	155.26
Highways, bridges and streets	44.4	40.3	45.7	3.23	3.32	2.95	143.24	133.64	135.13
Other engineering	42.3	40.6	44.6	4.38	4.50	3.90	185.01	182.77	174.26
OTHER INDUSTRIES									
Urban transit	43.6	41.3	42.8	3.53	3.53	3.37	153.81	145.87	144.22
Highway and bridge maintenance	37.1	35.7	37.9	2.60	2.74	2.51	96.53	97.95	94.99
Laundries, cleaners and pressers	37.5	37.7	38.1	1.74	1.72	1.61	65.38	64.96	61.39
Hotels, restaurants and taverns	32.0	32.6	32.1	1.72	1.66	1.62	55.10	54.19	51.94

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968	40.3	2.58	104.00	139.7	116.2
1969	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November	40.4	2.88	116.18	156.1	122.0
December	37.2	2.92	108.68	146.0	113.9
1970—January	39.8	2.92	116.30	156.2	121.4
February	40.0	2.93	117.36	157.6	122.3
March	39.5	2.96	117.14	157.3	121.3
April*	39.8	2.99	118.84	159.6	123.2
May†	40.0	2.99	119.88	161.0	124.0

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	May 1970	April 1970	May 1969	May 1970	April 1970	May 1969
				$	$	$
Newfoundland	42.2	41.6	43.2	2.39	2.53	2.15
Nova Scotia	40.5	39.9	40.1	2.43	2.45	2.17
New Brunswick	41.1	40.2	40.5	2.36	2.43	2.21
Québec	40.7	40.4	41.2	2.67	2.65	2.49
Ontario	40.1	39.9	40.5	3.18	3.15	2.92
Manitoba	39.4	38.8	39.3	2.70	2.66	2.43
Saskatchewan	40.0	39.7	40.9	3.10	3.08	2.97
Alberta	39.6	39.1	39.5	3.20	3.13	2.86
British Columbia	36.4	37.3	37.8	3.67	3.67	3.42

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000

Table E-4—Benefit Payments, by Province, June 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	28,071	960,606
Prince Edward Island	2,773	82,897
Nova Scotia	34,884	1,124,401
New Brunswick	30,825	981,254
Québec	350,937	12,357,669
Ontario	400,092	13,954,757
Manitoba	40,480	1,329,811
Saskatchewan	31,802	1,074,611
Alberta	57,048	2,022,718
British Columbia	167,459	6,620,634
Total, Canada, June 1970	1,144,371	40,509,358
Total, Canada, May 1970	2,118,278	74,396,461
Total, Canada, June 1969	832,559	24,496,493

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	June 1970			June 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	138,205	100,504	37,701	91,250	67,125	24,125
Newfoundland	2,428	1,979	449	3,140	2,525	615
Prince Edward Island	405	296	109	301	233	68
Nova Scotia	3,250	2,528	722	2,862	2,060	802
New Brunswick	3,049	2,351	698	2,544	1,999	545
Québec	38,264	29,295	8,969	31,254	23,194	8,060
Ontario	52,887	35,489	17,398	32,197	23,184	8,913
Manitoba	3,479	2,761	718	2,172	1,645	527
Saskatchewan	2,446	1,921	525	1,793	1,358	435
Alberta	6,914	5,335	1,579	3,111	2,348	763
British Columbia	25,083	18,549	6,534	11,976	8,579	3,397

*In addition, revised claims received numbered 39,759.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants June 30, 1969
		1-4	5-13	14-26	27 or more*	
Canada	441,891	124,723	124,526	109,218	83,424	276,886
Male	289,643	87,673	85,400	70,161	46,409	167,770
Female	152,248	37,050	39,126	39,057	37,015	109,116
NEWFOUNDLAND	9,687	2,781	2,975	2,872	1,059	10,402
Male	7,603	2,281	2,433	2,205	684	8,563
Female	2,084	500	542	667	375	1,839
PRINCE EDWARD ISLAND	1,039	357	297	258	127	901
Male	632	259	183	152	38	552
Female	407	98	114	106	89	349
NOVA SCOTIA	12,324	3,164	3,945	3,409	1,806	11,757
Male	8,234	2,141	2,882	2,059	1,152	8,433
Female	4,090	1,023	1,063	1,350	654	3,324
NEW BRUNSWICK	11,205	3,078	3,073	3,089	1,965	9,967
Male	7,608	2,359	2,282	1,902	1,065	6,553
Female	3,597	719	791	1,187	900	3,414
QUÉBEC	138,334	27,667	37,412	37,913	35,342	95,627
Male	94,259	18,852	26,393	27,335	21,679	62,260
Female	44,075	8,815	11,019	10,578	13,663	33,367
ONTARIO	159,132	47,247	41,374	38,192	32,319	93,255
Male	93,286	30,785	24,254	22,389	15,858	51,192
Female	65,846	16,462	17,120	15,803	16,461	42,063
MANITOBA	12,295	3,497	3,390	3,284	2,124	9,017
Male	7,040	2,183	1,971	1,760	1,126	4,604
Female	5,255	1,314	1,419	1,524	998	4,413
SASKATCHEWAN	7,847	2,119	2,068	2,098	1,562	6,545
Male	4,991	1,348	1,497	1,298	848	3,694
Female	2,856	771	571	800	714	2,851
ALBERTA	19,386	7,209	6,455	4,218	1,504	9,818
Male	12,565	5,026	4,272	2,513	754	5,317
Female	6,821	2,183	2,183	1,705	750	4,501
BRITISH COLUMBIA	70,642	27,604	23,537	13,885	5,616	29,597
Male	53,425	22,439	19,233	8,548	3,205	16,602
Female	17,217	5,165	4,304	5,337	2,411	12,995

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.3
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.3
				(1949 = 100)				
July	168.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—July, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcoho
	July 70	June 70	July 69							
					(1961 — 100)					
St. John's, Nfld.	122.3	122.2	120.0	123.3	115.5	129.8	116.0	132.5	112.5	144.
Halifax	125.2	125.3	120.4	132.0	118.3	125.0	119.1	142.0	129.8	127.
Saint John	123.8	124.1	121.0	130.6	115.4	128.6	120.5	134.5	130.0	126.
Montreal	125.3	125.0	122.7	129.2	117.2	123.7	125.9	131.7	139.8	128.
Ottawa	128.5	128.4	123.8	133.6	120.3	128.7	126.2	143.2	136.5	132.
Toronto	127.8	127.8	124.9	129.5	121.2	130.5	131.7	140.5	126.6	130.
Winnipeg	127.3	127.6	123.7	131.6	115.5	135.5	128.7	145.7	134.6	128.
Saskatoon-Regina	122.4	122.5	120.5	129.9	114.5	127.9	116.9	127.4	128.9	122.
Edmonton-Calgary	125.5	125.2	122.2	129.5	119.0	126.7	121.2	143.6	134.3	124.
Vancouver	123.6	123.8	120.0	129.6	117.9	126.8	122.5	134.2	123.5	113.

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices a between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
1969	566	595	306,799	8,057,060	0.48
*1969—August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12
April	52	97	50,469	633,900	0.44
May	54	101	88,938	1,263,830	0.93
June	23	94	72,736	1,112,920	0.73
July	52	119	98,037	1,153,680	0.75
August	38	111	70,835	675,320	0.46

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, August 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	23	230
Manufacturing	21	58	17,894	287,580
Construction	6	25	32,191	234,890
Transportation and utilities	2	5	15,682	78,870
Trade	4	8	334	3,200
Finance	—	—	—	—
Service	4	10	4,007	62,050
Public administration	—	4	704	8,500
ALL INDUSTRIES	38	111	70,835	675,320

Table G-3—Strikes and Lockouts, by Jurisdiction, August 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	1	125	1,070
Nova Scotia	5	13	4,005	64,990
New Brunswick	4	5	1,692	9,110
Quebec	15	32	32,432	226,140
Ontario	10	35	6,806	84,120
Manitoba	—	1	267	5,610
Saskatchewan	2	4	707	10,860
Alberta	—	1	125	380
British Columbia	2	17	9,311	189,700
Federal	—	2	15,365	83,340
ALL JURISDICTIONS	38	111	70,835	675,320

Table G-4—Strikes and Lockout/ Involving 100 or More Workers, August 1970 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	31,120	Apr. 3 —	Union recognition—
Weston Bakeries Ltd., and McGavin Toastmaster Ltd., Winnipeg, Man.	Bakery Workers Loc. 389 (CLC)	267	5,610	10,950	July 5 —	Wages, hours, other benefits—
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St-Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	320	5,120	18,720	June 2 Aug. 25	Wages, hours, fringe benefits—55¢ an hr-increase over a 2-yr contract; reduction in hours from 40 to 38¾ hours per wk. 3 mo before contract expires.
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	1,080	15,670	Feb. 27 Aug. 13	Delay in signing new agreement—45¢ an hr. increase; other improved benefits.
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,230	15,070	Apr. 14 —	Wages, hours, working conditions—
WOOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	10,500	41,000	May 6 —	Not reported—
La Compagnie Price Ltée., Price, Cté Matane, Qué.	Building and Woodworkers' Federation (CNTU)	266	5,320	12,230	June 25 Aug. 31	Wages, hours, fringe benefits—70¢ an hr. increase over a period of 2 years; reduction in hours from 45 to 40 hours per wk., improved fringe benefits and security of employment.
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,300	12,900	July 1 —	Wages, hours—
Scieries Murdock Ltée., St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,310	4,510	July 6	Wages, hours—
Rayonier Canada (B.C.) Ltd., Vancouver, B.C.	Woodworkers Loc. 217 (AFL-CIO/CLC)	450	9,450	17,550	July 10 —	Jurisdictional dispute between Woodworkers and Operating Engineers—
Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	450	4,500	4,500	July 20 Aug. 3	Not reported—Return of workers, when mediator appointed.
Skeena Kraft Ltd., Celgar Sawmill Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	382	8,020	10,310	July 24 —	Alleged grievances—
Clearwater Timber Products Ltd., Clearwater, B.C.	Woodworkers Loc. 1-417 (AFL-CIO/CLC)	170	170	170	Aug. 19 Aug. 20	Dissatisfaction with present negotiation—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
FURNITURE AND FIXTURES						
The Nortex Products Co., Toronto, Ont.	Steelworkers Loc. 6269 (AFL-CIO/CLC)	110	2,310	3,960	July 13 —	Wages—
R.C.A. Ltd., Owen Sound, Ont.	Woodworkers Loc. 2499 (AFL-CIO/CLC)	340	4,420	4,420	Aug. 13 —	Wages, seniority—
New Castle Furniture, Montreal, Qué.	Upholsterers (AFL-CIO/CLC)	100	1,100	1,100	Aug. 17 —	Not reported—
PAPER						
Pulp and Paper Industrial Relations Bureau, Various locations British Columbia	Pulp and Paper Workers various locals (Ind.)	3,908	82,070	105,520	July 24 —	Wages, hours, other benefits—
Consolidated Bathurst Ltée., Portage du Fort, Qué.	Pulp and Paper Mill Workers Loc. 420 (AFL-CIO/CLC)	355	2,840	4,620	July 25 Aug. 13	Wages, other benefits—87¢ an hr. increase over a period of 3 years; 3 weeks vacation after 5 years, one extra statutory holiday.
Cie de Papier Rolland Ltée., St-Jérôme & Mont Rolland, Qué.	Papermakers Locs. 455 & 454 (AFL-CIO/CLC)	693	14,550	16,880	July 28 —	Wages, working schedule—
Domtar Pulp & Kraft Paper, Lebel-sur-Quévillon, Qué.	Pulp and Paper Mill Workers Loc. 492 (AFL-CIO/CLC)	300	3,600	3,600	Aug. 3 Aug. 19	Wages, other benefits—Not reported.
Anglo Canadian Pulp and paper Mills Ltd., Forestville, Qué.	Pulp and Paper Mill Workers Loc. 632 (AFL-CIO/CLC)	140	2,100	2,100	Aug. 11 —	Not reported—
Prince Albert Pulp Co. Ltd., Prince Albert, Sask.	Pulp and Paper Mill Workers Loc. 403 (AFL-CIO/CLC)	325	4,230	4,230	Aug. 12 —	Wages—
Ste. Anne-Nackawic Pulp & Paper Co. Ltd., Nackawic, N.B.	Pulp and Paper Mill Workers Loc. 219 (AFL-CIO/CLC)	300	600	600	Aug. 17 Aug. 18	General working conditions—Return of workers, further negotiations.
Compagnie Gaspesia Ltée., Chandler, Qué.	Pulp and Paper Mill Workers Loc. 455 (AFL-CIO/CLC) & Papermakers Loc. 858 (AFL-CIO/CLC)	706	3,530	3,530	Aug. 25 —	Signing a new agreement—
PRIMARY METALS						
Aluminum Co. of Canada Ltd., (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	41,960	69,930	July 14 —	Wages, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
METAL FABRICATING						
R. Foisy Limitée, Montreal, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	106	1,060	5,720	June 1 Aug. 17	Wages, fringe benefits—45¢ a hr. increase over a period of years; other improvements.
The Toronto Iron Works Central Bridge Div., Trenton, Ont.	Steelworkers Loc. 3599 (AFL-CIO/CLC)	187	560	560	Aug. 10 Aug. 13	Alleged dispute over non-unio employees working overtime—Return of workers.
MACHINERY						
Procor Ltd., Toronto, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	303	5,150	10,600	July 10 Aug. 26	Wages—Wage increases, othe improved benefits.
TRANSPORTATION EQUIPMENT						
Hawker Siddeley (Can) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	8,970	13,240	July 20 —	Wages, other benefits—
Chrysler Canada Ltd., Ajax, Ont.	Auto Workers Loc. 1090 (CLC)	450	900	900	Aug. 5 Aug. 7	Not reported—Return of workers
Saint John Shipbuilding and Dry Dock, Saint John, N.B.	Marine Workers Loc. 3 (CLC)	800	4,400	4,400	Aug. 19 Aug. 27	Alleged dismissal of three workers—Not reported.
ELECTRICAL PRODUCTS						
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,730	11,570	Apr. 27 —	Wages, other benefits—
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	1,880	9,010	May 12 Aug. 24	Wages—11% wage increase ef Apr. 1, 1970, 9% Apr. 1, 1971, 8 Apr. 1, 1972; 2% additiona adjustment for tradesman, weeks vacation after 4 years, weeks after 15 years.
O. & W. Electronics Ltd., Scarborough, Ont.	I.U.E. Loc. 514 (AFL-CIO/CLC)	102	310	4,280	June 8 Aug. 6	Wages, fringe benefits—Not reported.
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	37,130	Apr. 11 —	Wages, fringe benefits, grievanc procedures, length of agree ment—
Sunbeam Corporation (Canada) Limited, Toronto, Ont.	CLC—Directly Chartered	240	1,560	1,560	Aug. 12 Aug. 21	Negotiation for a new contract— Wage increases, improved fring benefits.
Canron Limited, Lachine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	9,600	9,600	Aug. 13 —	Wages, fringe benefits, job secu ity—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	1,220	1,220	Aug. 27 —	Wages—
NON-METALLIC MINERAL PRODUCTS						
Pre-Con Murray Ltd., Brampton, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	146	3,070	6,430	June 40	Wages—
Construction						
Electrical Contractors Assoc. of Saskatchewan Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,620	21,340	Apr. 15 —	Wages, hours—
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	380	6,510	May 25 Aug. 6	Wages—Return of workers, settlement terms not reported.
Various construction contractors, Guelph, Kitchener-Waterloo, Galt and Brantford, Ont.	Carpenters various locals (AFL-CIO/CLC)	700	4,200	22,400	June 25 Aug. 11	Wages, other matters—Wage increases, other improvements.
Various construction co., Hamilton, Ont.	Sheet Metal Workers Loc. 568 (AFL-CIO/CLC)	100	1,000	2,700	July 9 Aug. 18	Wages—Wage increases, other improved benefits.
Metro Toronto Contracting Firms, Metro Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	385	8,090	13,420	July 10 —	Negotiation of a new contract—
Five contractor associations, Province-wide, Qué.	CNTU & QFL	25,000	130,000	284,050	July 13 Aug. 10	Wages, security of employment, seniority—Return of workers under provision of bill 38; increase of 75¢ an hr. spread over 3 years.
Various construction contractors, Guelph, Kitchener-Waterloo, Galt and Brantford, Ont.	Labourers various locals (AFL-CIO/CLC)	500	1,500	9,000	July 13 Aug. 6	Wages, other matters—$1.65 an hr. increase over a 3-yr. contracts; improved welfare benefits.
Kenny Construction Truro, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	152	3,190	3,950	July 27 —	Negotiation of a new contract—
N.S. Construction Association, Halifax, N.S.	I.B.E.W. Loc. 625 (AFL-CIO/CLC)	400	8,400	10,400	July 27 —	Negotiation of a new contract—
Metro Toronto Roadbuilders & Sewer and Watermain Assoc., Toronto, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	500	10,500	13,000	July 27 —	Negotiation of a new contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
N.S. Construction Assoc., Halifax, N.S.	Sheet Metal Workers Loc. 409 (AFL-CIO/CLC)	260	3,900	4,940	July 28 Aug. 24	Negotiation of a new agreement- $1.46 per hr. increase over thre years; other improvements.
Ellis-Don Co. Ltd., New Glasgow, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	450	9,450	10,350	July 30 —	Negotiation of a new contract—
N.S. Construction Assoc. Halifax, N.S.	Carpenters Loc. 83 (AFL-CIO/CLC)	730	10,220	11,680	July 30 Aug. 21	Negotiation of a new contract- $1.70 per hr. increase over thre years; other improvements.
N.S. Construction Assoc., Halifax, N.S.	Labourers Loc. 615 (AFL-CIO/CLC)	1,300	26,000	27,300	July 31 Aug. 31	Negotiation of a new agreement- $1.70 an hr. increase over thre years; other improvements.
Acadia Construction Ltd., Bridgewater, N.S.	Unorganized	130	130	130	Aug. 3 Aug. 4	Negotiation of a new agreement- Return of workers.
Mechanical Contractors Association in Waterloo, Various locations, Southern Ontario.	Plumbers Loc. 527 (AFL-CIO/CLC)	550	8,250	8,250	Aug. 10 —	Wages, other benefits—
Nova Scotia Construction Assoc., Various locations Halifax Metro, N.S.	International Operating Engineers Loc. 721 (AFL-CIO/CLC)	300	2,100	2,100	Aug. 21 Aug. 31	Wages, other benefits—$1.80 p hr. increase over three year other improved benefits.
Croft Metals, Halifax, N.S.	Painters Loc. 1439 (AFL-CIO/CLC)	100	100	100	Aug. 31 —	Wages—
Transportation and Utilities						
TRANSPORTATION						
*A. G. Baker Ltd. & four stevedoring companies, Quebec City, Qué.	I.L.A. Locs. 1958, 1605 & 1739 (AFL-CIO/CLC)	135	2,970	2,970	July 2 Aug. 1	Management rights, job securi —Return of workers.
COMMUNICATION						
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	15,120	76,970	212,510	May 26 —	Wages, job security, other ben fits.
Island Telephone Co. Ltd., Charlottetown, Summerside and other locations, P.E.I.	I.B.E.W. Loc. 1030 (AFL-CIO/CLC)	125	1,070	1,960	July 22 Aug. 13	Wages—Weekly increases fro $7.50 to $16. over 21 months.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1970 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
POWER, GAS AND WATER						
New Brunswick Electric Power Commission, Fredericton, N.B.	I.B.E.W. various locals (AFL-CIO/CLC)	400	400	400	Aug. 17 Aug. 18	Alleged grievances—Return of workers, grievances to be discussed.
Service						
EDUCATION						
Selkirk College and four District schools, West Kootenanay and Boundary districts, B.C.	Public Employees various locals (CLC)	168	490	490	Aug. 31 —	Wages, other matters—
HEALTH AND WELFARE						
Several hospitals (private) (54 hospitals) Province-wide, Québec	Service Employees Federation (CNTU)	2,300	31,210	133,730	May 31 Aug. 20	Wages in a new contract—Wage increases over a 3-yr. contract.
PERSONAL SERVICES						
British Columbia Hotels Association, Various locations, British Columbia	Hotel Employees Locs. 28 & 835 (AFL-CIO/CLC)	1,180	26,130	69,520	June 8 —	Wages—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,100	16,000	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Moncton, Moncton, N.B.	Public Employees Loc. 51 (CLC)	160	3,360	11,520	May 21 —	To hold a study session—
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	1,430	17,490	May 29 Aug. 7	Wages, working conditions, fringe benefits—25¢ an hr. increase retroactive Feb. 1, 1970, 18¢ Feb. 1, 1971; 8¢ an hr. increase for each classification in 1971.
City of Penticton Penticton, B.C.	Public Employees Loc. 608 (AFL-CIO/CLC)	170	3,570	10,540	June 4 —	Wages—

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During the Second Quarter of 1970

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Not Specified	Total	Per Cent of Total
By Industry* and Age Group														
14-19	—	2	—	—	—	4	—	—	—	—	—	—	6	3.
20-24	—	—	—	3	3	4	2	—	—	1	3	—	16	10.
25-34	—	4	—	6	4	2	10	3	—	—	1	1	31	19.
35-44	—	2	—	—	9	12	6	1	1	1	2	—	34	21.
45-54	1	4	—	3	10	8	8	1	—	—	3	—	38	24.
55-64	—	1	—	3	2	4	4	—	—	—	4	—	18	11.
65 and over	—	—	—	4	1	—	—	1	—	—	—	—	6	3.
Not Given	—	—	8	—	—	—	—	—	—	—	—	—	8	5.
Total	1	13	8	19	29	34	30	6	1	2	13	1	157**	100.
By Industry and Occupation†														
Farmers (a)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Loggers (b)	—	9	—	—	—	—	—	—	—	—	—	—	9	5.
Fishermen (c)	—	—	7	—	—	—	—	—	—	—	—	—	7	4.
Miners (d)	—	—	—	17	1	—	—	—	—	—	—	—	18	11.
Craftsmen (e)	—	1	—	2	14	20	10	1	—	—	5	—	53	33.
Labourers (f)	—	—	—	—	7	8	—	1	1	1	4	—	22	14.
Transport (g)	—	1	1	—	2	2	15	2	—	1	2	—	26	16.
Managerial	—	2	—	—	2	1	2	2	—	—	—	—	9	5.
Professional (h)	1	—	—	—	1	3	1	—	—	—	—	—	6	3.
Clerical	—	—	—	—	1	—	—	—	—	—	—	—	1	0.
Sales	—	—	—	—	1	—	—	—	—	—	—	1	2	1.
Service (i)	—	—	—	—	—	—	2	—	—	—	2	—	4	2.
Total	1	13	8	19	29	34	30	6	1	2	13	1	157**	100.
By Industry and Type of Accident‡														
Struck by objects (j)	—	4	—	3	6	7	2	—	—	—	1	—	23	14.
Falls and slips (k)	—	1	8	4	5	10	7	2	—	—	5	—	42	26.
Collisions, derailments (l)	—	4	—	1	7	5	15	3	—	1	2	1	39	24.
Caught in, on, between (m)	—	2	—	4	5	5	—	1	—	—	1	—	18	11.
Inhalations (n)	—	—	—	4	3	1	1	—	—	—	1	—	10	6.
Conflagration (o)	—	—	—	3	—	2	—	—	—	1	—	—	6	3.
Electric current (p)	1	1	—	—	2	4	5	—	—	—	—	—	13	8.
Over-exertion (q)	—	—	—	—	—	—	—	—	—	—	1	—	1	0.
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	1	—	—	1	—	—	—	1	—	2	—	5	3.
Total	1	13	8	19	29	34	30	6	1	2	13	1	157**	100.
Per Cent of Total	0.6	8.3	5.1	12.1	18.5	21.7	19.1	3.8	0.6	1.3	8.3	0.6	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insuran and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled worke (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (Violence, bites, stings, etc.

** Of these totals, 132 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 25 were obtained fro other sources.

December 1970

The Labour Gazette

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What use to industry are recent university graduates whose only practical skills are minor ones they gleaned from summer jobs? How can some students ease the financial burden of attending university? One answer is the co-operative program available at the University of Waterloo. See "The Case for the Co-operative Curriculum," p. 840.



The Labour Gazette
Official Journal Canada Department of Labour

Vol. 70, No. 12/December 1970

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News briefs

■ **As of July 1, 1970, Canada's population was estimated at 21,406,000, an increase of 317,000 or 1.5 per cent since July 1, 1969.** This compares with increases of 317,000 between July 1, 1968 and July 1, 1969 and of 331,000 between July 1, 1967 and July 1, 1968. Provincial increases in the year ended July 1, 1970 were led by Ontario, with 185,000 or 2.5 per cent. The starting point of these estimates is the population count of the 1966 June 1 Census. To the provincial counts are added births and immigrants; deaths and estimated emigrants are subtracted and an allowance made for interprovincial migration.

■ The Canadian Welfare Council, at its annual meeting in September, changed its name to the Canadian Council on Social Development. **The program of the council will now centre on social policy formulation and promotion, organized around social development tasks.** Two of the council's former divisions—the Canadian Corrections Association and Community Funds and Councils of Canada—will become affiliated bodies with control over their own program and finances. The Council was formed in 1920 as the Canadian Council on Child Welfare, becoming the Canadian Welfare Council in 1935.

■ **Robert Mitchell is the new Director of the Lega Services Branch and Legislative Research Branch at th Canada Department of Labour.** Mr. Mitchell, 34, wa appointed by the Public Service Commission to th Department of Justice and assigned to the Departmer of Labour. Before joining the Public Service, Mr. Mi chell practised law for 10 years in Regina and Swi Current, Sask. A specialist in labour law, he acted o behalf of unions and management and appeared befor the Saskatchewan Labour Relations Board and the Sa katchewan courts, including the Court of Appeal.

The Legislative Research part of the branch that M Mitchell will head was formerly called the Legislatio Branch. L. P. MacLean will be Assistant Director o the Legal Services Branch and Miss Evelyn Woolne will be Assistant Director of the Legislative Researc Branch.



Robert Mitchell

■ **Canadian National has changed its pension plan, allowing employees to retire at age 60 with full pension benefits earned to the date of retirement.** The early retirement will be allowed for all employees whose age and allowable service total 85 years or more. Under the old plan, an employee could retire at 55, if his age and allowable service totalled 85 years, but all early retirement pension payments were reduced according to a scale based on the number of years short of age 65. Under the new plan, employees may still retire at 55, but the pension reduction will be based on the number of years short of 60 at the retirement date.

■ **There has been an increase in cumulative fringe benefit costs of 2.74 per cent of gross payroll since 1967,** says the Thorne Group Ltd., Toronto, Management Consultants, in its 1970 report. The report, Fringe Benefit Costs in Canada 1969, was released in September. The 1969 total outlay for all employers, excluding the old age security item of 1.19 per cent, was 27.91 per cent of total payroll costs, or $1,992 for each employee. The comparable figure in 1967 was 25.17 per cent, or $1,595 for each employee. Therefore, **in terms of annual outlay in dollars for each employee, the average cost has increased by $397 in two years.** The number of employers who participated in the study was 115, and they represented a total of 366,637 employees.

The heaviest benefit outlay on an employer-wide basis was for vacation pay: an average of 5.20 per cent of payroll, and $377 annually for each employee (or 19 cents an hour). Comparisons of the total cumulative costs of fringe benefits between manufacturing industries and non-manufacturing industries do not vary greatly—27.18 per cent versus 28.58 per cent—the report notes. Comparisons by major groupings of benefits show that, in manufacturing industries: 11.81 per cent of payroll costs was spent to cover paid time off; 2.85 per cent for payments required by law (excepting old age security payments); 8.39 per cent for pension and welfare; 3.26 per cent for bonuses; and 0.87 per cent for non-cash benefits. In non-manufacturing industries: 15.20 per cent was spent to cover paid time off; 2.04 per cent for payments required by law; 9.54 per cent for pension and welfare; 0.80 per cent for bonuses; and 1 per cent for non-cash benefits.

■ **J. Elmer Blanchard, QC, Attorney General and Minister of Labour, Industry and Commerce for Prince Edward Island, died suddenly in September.** Mr. Blanchard, a native of Charlottetown, was 43. He was first elected to the P.E.I. Legislature in 1966 and was re-elected this year. After his first election, Mr. Blanchard was named Minister of Labour and Manpower Resources in the new Liberal Government of the province. He was admitted to the Bar of the province in 1953 and was named Queen's Counsel in 1966. The Minister of Fisheries, Bruce Stewart, will now be responsible also for the Labour, Industry and Commerce portfolio.



J. Elmer Blanchard

50 years ago

The first meeting at Geneva of the ILO's governing body; a ruling by British Columbia's Court of Appeal that the province had no power to exclude Japanese from employment on public works; a declaration by the Québec Superior Court that actions belonging to a minor must be brought in the name of his tutor; statistics showing that Montreal led Canada in number of employees, amount of salaries and wages, capital invested and production; the prohibition of work on Sundays in Ontario bake shops; socialization of Belgian industries; a strike of Parliament painters; and artificial limbs for Government employees—were topics discussed in the Labour Gazette of December 1920.

■ **In October, the first meeting of the International Labour Office at its permanent headquarters took place in Geneva, Switzerland.** The four previous sessions had been held in Washington, Paris, London and Genoa. Eleven of the twelve Government delegates attended, and all accredited representatives of employers' and workers' associations.

Various recommendations were passed: it was decided that a Government seat on the International Commission on Immigration should be offered to the United States. A request by the German Government that reports and records of the International Labour Conference be published in German sparked some involved discussion. It was eventually resolved to authorize the Director to take action pursuant to Article 396 of the Treaty of Peace, and within the financial limits of the budget, for the translation of the bulletin, and ultimately all ILO publications, into the languages necessary to ensure a wide circulation. Finally, a resolution was passed to direct the attention of the League of Nations to the failure of that organization to provide at the time they were needed the full sums required for the ILO's operation and allotted in the budget for that purpose. The members expressed the hope that arrangements would be made to forward the balance owing up to December 31 of that year.

■ **The British Columbia Court of Appeal ruled tha the province had no power to exclude Japanese fro employment on public works.** Although the Dominio of Canada had declared its agreement with the Japanes Treaty Act of 1913 signed by the United Kingdom an Japan, the British Columbia Government in its publi contracts continued to discriminate against Chinese an Japanese workers. In a resolution passed by the prov ince's Legislative Assembly in 1902, it had been stipu lated that "in all contracts, leases and concessions o whatever kind entered into, issued, or made by th Government, or on behalf of the Government, provisio be made that no Chinese or Japanese shall be employe in connection therewith." The B.C. Government there fore had inserted restrictions on those to be employe under its public works contracts and those contracts an leases concerning public lands. When the issue wa submitted to the B.C. Court of Appeal, that body rule that by a precedent established in an earlier Priv Council decision, all matters directly concerning alien and naturalized persons resident in Canada were unde the exclusive jurisdiction of the Dominion parliament.

■ **A minor employed in a Québec factory lost the tip of two fingers on his left hand in an accident at worl He brought an action in his own name against his em ployers under the Québec Workmen's Compensation Ac** He claimed that the machine he had been using wa defective. He further alleged that the loss of his tw fingers had compromised his musical career as a flutis The defendants denied his allegations and attribute the accident to his own inexcusable fault.

In the opinion of the Superior Court the accident wa not caused by the inexcusable fault of either the plainti or the defendants. The two physicians called by eac side agreed that the plaintiff would be handicapped ver little, if at all, as a labourer or for ordinary shop o factory work, but that he might be more or less incapac itated in special callings. The Court estimated this theo retical permanent disability at 6 per cent and state that the plaintiff would be entitled to $18 per annum or a capital sum of $340, if he had the capacity t institute an action. The Superior Court maintained however, that actions belonging to a minor were to b brought in the name of his tutor, although a minor coul bring action directly to recover wages. The action wa therefore dismissed.



■ **A preliminary statistical survey of 44 industrial cities and towns in Canada, based on returns for the year 1918, was released by the Dominion Bureau of Statistics.** The figures showed that Montreal led Canada in the number of employees, amount of salaries and wages, capital invested and annual value of products. Toronto took second place, although individual establishments there were more numerous; the average annual rate of wages was also greater than in Montreal.

■ **According to a notice issued by the Trades and Labour Branch of the Ontario Department of Public Works, all special wartime permits and other concessions for Sunday work in bake shops were cancelled,** the setting of a sponge being the only work permissible. No employee was permitted to work more than 60 hours in one week, nor more than 12 hours in any 24 hours.

■ **The Belgian Trade Union Congress, on October 19, unanimously passed a resolution calling for the socialization of various industries;** the change was to be accomplished in successive stages, commencing with the railways, shipping concerns, coal mines, insurance companies, credit and banking institutions, and light and power organizations.

■ **In Ottawa, painters employed on the Parliament Buildings went on strike in sympathy with the decorators working for the same company in New York.** The strike began on October 11 and was settled by cancellation of the contract with the New York firm. Work resumed on November 16.

■ **By an order in council approved on September 25, the Department of Soldiers' Civil Re-establishment was authorized to manufacture and supply artificial limbs and other prosthetic appliances** to any other department of the Government of Canada, and to the various Workmen's Compensation Boards upon request, during such time as facilities existed for the manufacture and supply of these appliances to ex-members of the Forces.

Labour relations around the world

■ **A unique business venture, which seeks to make all its employees partners in it, has been started at Faridabad, near New Delhi.** The company's scheme envisages distributing 25 per cent of its profits among its employees, in addition to their salary and other benefits. According to a company spokesman, the scheme is the first of its kind in India. The company manufactures auto parts and is confident that its profits will be higher than normal as a result of this measure. Strikes and lockouts are not expected to occur. The operation will be supervised by an advisory committee comprising Members of Parliament, journalists and representatives of labour unions.

■ There appears to be an acute shortage of labour in Finland, especially in the south where almost all the country's industry is based. The number of unemployed constitute about 1.8 per cent of the labour force. Primary industry still employs one out of every four Finns. **Despite full employment in the industrialized areas of the country, the Government has been successful so far in restraining the inflationary spiral.**

"We are expecting a 7 per cent growth in real gross domestic product after the 8.3 per cent rise last year during our economic revival," says Tapio Koski, President of the Finnish section of the International Chamber of Commerce. Finnish exports during the period January to June 1970, were 20 per cent higher than in the first half of 1969. Imports are 24 per cent ahead of the 1969 period, largely because of high domestic demand. In order to restrain demand, the Finnish Government recently tightened credit restrictions on many consumer durables. The Finns have accepted credit controls and a tough incomes policy without much grumbling; and in return, they have achieved the unlikely combination of full employment and relatively steady prices.

■ **Rotterdam, the largest port in the world and on of the most modern and efficient, was paralyzed in lat August and early September by its first dock strike sinc 1946.** More than 100 ships lay idle as 33,000 docke and 800 tugmen in all Dutch ports came out in sym pathy with a dispute over casual labour that originate in a small shipyard. The unions' main grievance wa that casual workers were getting 10 per cent more pa than those employed on a regular basis, yet enjoye identical social benefits and, because port business wa booming, were, in practice, working full time. In th face of this, the unions demanded a 10 per cent pa increase and an end to the social benefits of part-tim workers. Direct talks held between the unions and th employers resulted in the granting of a wage increas as a stopgap measure until the end of the year, whe the collective agreement has to be renegotiated. Th more militant workers, however, opposed a return t work and organized their own picket lines in an effo to get another increase. The unions were unable t control this development, as membership is not compu sory and only half the Rotterdam dockers belong t unions. The strike, which began August 29, finally ende September 16, when the dock workers were granted wage boost of 25 guilders ($7.20) a week, bringing the average earnings to about $79.50 a week.

Book reviews

Labour Relations Law; cases, materials, and commentary compiled by a group of teachers of labour relations law known as The Labour Relations Law Casebook Group; Industrial Relations Centre, Queen's University, Kingston, Ont.; 585 pages; $15.00.

This volume covers in depth the major dimensions of labour relations law. Those who wish to gain an insight into the interplay between law and the socio-economic forces shaping it will find it particularly interesting and useful. In view of the current emphasis on public policy issues, the book is not only timely but should contribute greatly to better understanding of the law in this field. This volume may serve as a textbook for labour law and related industrial relations courses or as a valuable reference for practitioners in this area.

Planning for Safety: Canada Occupational Safety Manual, Part 1; Canada Department of Labour, Accident Prevention and Compensation Branch, Ottawa; in English and French; 50 cents.

This manual is intended to serve as a guide for persons who have been assigned the responsibility of developing and maintaining an accident prevention program. The factors dealt with are those that experience has proved to be the most effective in the development of a sound program. They apply to most enterprises because they are designed for the usual line and staff organization common to Canadian industry. They usually work well because they are capable of close integration with the other line and staff functions.

The manual comprises sections on policy, the safety officer, the safety committee, accident causation, investigation of accidents, statistics, and education and training. Succeeding parts of the manual, dealing with other aspects of an accident prevention program, will be issued by the Canada Department of Labour as its accident prevention work under the Canada Labour (Safety) Code is developed.

Income Maintenance, Tax Savings and the Incentive to Work, by L. A. Kelly; Industrial Relations Centre, Queen's University, Kingston, Ont.; 18 pages; $1.00.

One of the important points that emerges from this study is the interdependence of tax policies and social security and welfare payments, and the need to consider both aspects in assessing programs and policies in this field. The author, now an economist in New York, points out that "although a considerable body of research exists concerning the effects of income maintenance payments and of the personal income tax on the incentive to work, little or no attention appears to have been given to their possible combined effect on work incentive. This seems to be an important gap, for the two are interdependent." Dr. Kelly's paper examines how income maintenance and tax savings combine, in Canada, to raise the rate of compensation for loss of earnings, narrowing the differential between income received in and out of employment. It goes on to discuss the implications of this for benefit levels and the tax structure.

Code du Travail du Québec, by Philip Cutler; Les Livres du Toundra, Montreal, Qué.; 645 pages; $20.00.

This annotated edition of the Québec Labour Code is the fruit of research for a Ph.D. thesis that the author submitted in 1968 at the University of Montreal and later amplified. The 1964 Labour Code, and particularly the modifications that it underwent in 1969, made it necessary that the fundamental principles of collective bargaining in Québec be re-examined.

The author observes that the Code as it now stands determines more clearly the rights of parties connected with industrial relations, and that it will probably facilitate bargaining between trade unionists and their employers. Dr. Cutler's edition studies the Québec labour laws and compares them with those of the United States, Britain, and the other Canadian provinces. It assesses the influence that labour laws in existence elsewhere may have had on the Code and determines whether they apply to Québec. Dr. Cutler also examines Québec labour legislation prior to 1964.

The case for the co-operative curriculum

What happens to most of those high school graduates who have the ability to succeed in university but have no money? They go out to work. What happens to those who have worked for some years, have families and financial obligations requiring a steady income, but who realize that a degree would be the key factor in finding more interesting employment or making a success of their present careers? They either banish the dream or spend many long years taking what night courses they can. What use to industry are recent university graduates when their only practical skills are minor ones they were able to glean from summer jobs? Very little immediately. What answer can resolve all these dilemmas? One is now being tried successfully at the University of Waterloo in Southwestern Ontario.

Those responsible for policy at the University of Waterloo are among the new breed of administrators who are challenging the traditional concept of a university and are seeking to forge a bond between the academic community and the world of business. The university was conceived within the structure of Waterloo Lutheran University, primarily as a provincial-grant-getting device. J. G. Hagey, the then president of Waterloo College, gathered around him a Board of Governors for the non-sectarian Waterloo College Associate Faculties who favoured a new direction in university policy. **What ultimately resulted was the first co-operative universi curriculum in Canada.** The University of Waterl opened its doors in the fall of 1957 with an undergra uate engineering degree course and without universi status. Today the fledgling has acquired full universi accreditation and offers a variety of courses, many the normal academic mold.

The co-operative feature remains a vital tool, howeve and has stimulated the development of non-engineerir programs such as mathematics—computer science, a tuarial science and statistics, as well as the teachir option—applied physics, applied chemistry, kinesiolo (physical education) and recreation, and environment studies (architecture). In the fall of 1969, slightly mo than 50 per cent of the undergraduates at the Universi were enrolled in co-operative courses, and from an ori inal class of 72 engineering students, enrollment in th faculty alone had grown to 2,587. Meanwhile, oth Canadian universities have patterned themselves on t Waterloo formula: the University of Sherbrooke offe engineering and business administration, and Memori University in Newfoundland has an engineering pro ram, as does the University of Saskatchewan, Regi Campus. The system has been adopted also by ma of the new community colleges, for example, Humb and Seneca in Toronto.



o evaluate the success of the Waterloo formula, an amination should be made of the oldest co-operative ogram in existence at the university—engineering. hen the Board of Governors devised the prototype gineering course, they presented it to the Canadian ngineering Institute, the National Conference of Caadian Universities and the education committee of the anadian Manufacturers' Association. One hundred ajor Canadian companies were surveyed for their actions. The replies resulted in one deletion from the iginal scheme: the plan to allow an opting out at the nd of the first two years of the regular program into final year qualifying the individual as a technician as dropped. Business, the professional societies and cademic circles alike were united in their condemnation f the proposal; they stated that it would detract from he academic prestige Waterloo was seeking to build. he strength of the unfavourable reaction was, in fact, o taint Waterloo's reputation for the first few years. he general public received the impression that, far om being a university, Waterloo was a trade school n a grand scale. The basic structure of the co-operative rogram approved 12 years ago has survived to gain reater appreciation today, however.

he principle behind co-operative education is that there hould be no separation of academic programs and work xperience. Both are pre-requisites to a sound education nd should be present in the student's formative years.

he university year at Waterloo has therefore been xtended to a full 12 months divided into three equal eriods; the student normally spends one term off ampus on a work assignment, the following term in he classroom, and then repeats the cycle. Although ngineering students begin and end their undergraduate areers together on campus, in the intervening years hey are split into two streams so that one group can ndertake a work term while the other returns to class. Unlike many American institutions utilizing the co-operative system, placement is restricted to work offering xperience relevant to the student's curriculum. Placement is one of the responsibilities of the Department of Co-ordination and Placement. This Department attempts to maintain a liaison with approximately 1,200 co-operative employers and with faculty, administration and students. Co-ordination in this field is the function of a group of carefully selected men who must cope with problems of present co-operative employers while searching out new contacts to absorb the ever-expanding undergraduate enrolment in the co-operative programs. Those fulfilling an engineering function must preferably have a degree in engineering and must definitely be



members of the Association of Professional Engineers for Ontario (APEO). All co-ordinators must return to the university campus for the placement interviews held three times a year.

The placement interviews are the focal point of the preparation for a work term. Before each period of mass interviews, job notices based on information provided by the employers are posted on the Co-ordination bulletin board. Students may apply for up to 12 interview appointments, although there is no mandatory number that they must apply for. Employers are provided with background information on the applicants and may pre-select those they wish to see. After the interviews, which run about 20 minutes each, employers and students rate one another on the computer cards supplied by Co-ordination. A final matching-up is then done by a computer, with the bias set slightly in favour of the

employers in case of a tie. Co-ordination and Placement informs both parties of the final selection, and the student is directed to make his own arrangements for reporting for work. Once a student has signed up for an interview, he is required to accept employment with that company if he is matched with it. Only exceptional circumstances, explained personally to Co-ordination and Placement, can remove this obligation. Approximately 93 to 94 per cent of the students are normally placed successfully by this system; Co-ordination will intervene to attempt to find jobs for those who are left.



Normally a student is expected to stay with an employer for two consecutive work terms. In his first term, he acquires the skills needed to perform the duties of the position; in the second, the employer receives the return on his investment. The student may then choose to move on to gain broader experience or, if his employer is willing, may stay with the same company for all six work terms. Experimentation at the undergraduate level is, of course, preferable to indecision about a career specialty after graduation. There is no slack in the work term; it is a fully integral part of the university degree program. A student is expected to demonstrate professionalism in his work attitude as well as in the physical performance of his duties. Supervisors are urged to keep co-operative students fully informed of their progress so that the evaluation chart made up at the conclusion of a work term is no surprise to the subject. Students also prepare a report for each work term to be graded by the co-ordinators or faculty in the first term and, preferably, by the specific employer thereafter. A completed copy of the report is supposed to accompany the student on his return to campus. Field co-ordinators are used to iron out potential conflicts between students and employers. Each student is aware, however, that failure on a work term can result in rejection from the program. Failure during a study term is not necessarily an equal disaster. Employers have often been known to carry a student over for an additional work term to allow him to repeat the missed study unit when the university schedule permits.

The American experience

The United States experience with co-operative education was subjected to a study in the spring of 1960 sponsored by the Thomas Alva Edison Foundation. The study committee compiled a list of the advantages and the problems associated with the co-operative system and made recommendations designed to ensure the extension of co-operative education, particularly at the college level. Among the advantages the committee discerned were the new meaning given to studies, the closer tie-in between theory and practice, the increase in student motivation, the increase in student maturity and a greater orientation toward the work world. It also noted that students who could not afford the cost of continuous tuition, or those discouraged by the emphasis on pure study were attracted in greater numbers. The college faculty was kept in contact with the developments in the larger world of business, industry and the professions, and the college facilities were used more fully. From such a program came a flow of "trained personnel" who had a "head start in salary and position." Finally, the college assumed a more vital role in its community because of its active participation in the day-to-day work world.

Problems do arise, however. In most co-operative programs, an extra year is required to complete undergraduate studies, although this would not be considered a particular disadvantage by those who would otherwise

not have been able to afford a college education. Co-operative programs require extensive planning; co-ordinators must therefore be hired, as well as extra faculty, to cover a year-round operation. Co-ordination must be carried on also by the participating employers. To ensure that the work part of the course is as effective as possible, companies must provide a planned mobility within their own ranks. They must realize that co-operative education is not simply "a cheap means of getting trained men and women." Outside factors can also present drawbacks: business recessions, for instance, can disrupt student placement if training budgets are reduced or eliminated. The committee did not see that any of these problems would assume major proportions if "adequate co-ordination is provided both by the college and the employers" and if "the employers provide necessary stability to the employment opportunities for students."

To spark a faster extension of the co-operative system throughout the U.S. colleges, the committee formulated a number of recommendations: greater imagination ought to be incorporated in the planning for the courses—flexibility, they noted, was mandatory for success. The faculty members must be intimately involved in the planning and co-ordination process to allow them to adapt their teaching to the exigencies of the system. Most important of all, the committee wished to see "a close and responsible relationship between the employer and the college in the planning of work experiences, in the selection of students qualified to undertake the job assignments, and in maintaining a relatively stable level of co-operative employment through the fluctuations of the business cycle." The committee hoped also to see an extension of co-operative education into much wider fields, including such occupational areas as teaching, social work and the public service, and into the liberal arts programs. To draw in more students, they advocated that a greater effort be made to inform young people still in high school about the advantages of the system.

Waterloo program

Ten years later, in the Canadian context, the co-operative engineering program at Waterloo can be subjected to a similar dissection.

From the viewpoint of participating employers, the program has, on the whole, been worthwhile. Stelco of Hamilton, for instance, was one of the original group approached to initiate the co-operative engineering work terms. In common with many other employers, the company's motivation was not purely altruistic. Although the project offered a chance for fixing the company in the public mind as a community benefactor, its managers also discerned some very practical advantages: they hoped to be able to use the system to spot talented young engineers early in their undergraduate years, to assess them on the job, and to attract them back as graduates with proven business experience. Time has passed and there have been some disappointments, admit company representatives, but the firm is still committed to the program in its own self interest.

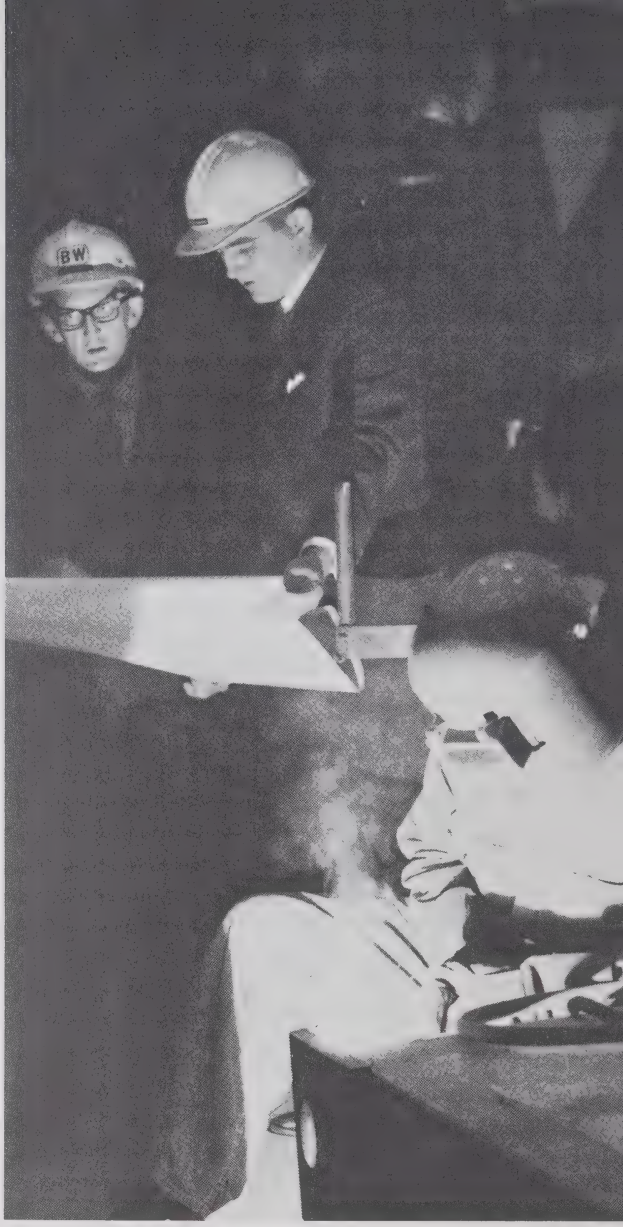
Improvements could be made, however. **Employers would like to see the field co-ordinators spread their efforts into the large group of small businesses to find more job openings, rather than rely on the large companies already participating to continually extend their support.** The Ontario Department of Highways noted that it must find jobs not just for Waterloo students, but also for undergraduates from a variety of other universities seeking summer employment and for the wave of technicians expected from the newly founded community colleges.



Not all companies offer the planned increase in responsibility on work terms that facilitates the smooth co-ordination of the work and study portions of the co-operative engineering degree. One of the outstanding examples where complete harmony has been achieved, however, is the Ontario Department of Highways. Students, even at the relatively undesirable Level 1A—one study term only completed—are welcomed and introduced into the appropriate slot of a total development program. All students coming to DHO are required to spend three work terms on survey work, although the stipulated number can be reduced to one term if the new arrival has acquired considerable experience in surveys on other terms. At the beginning of the fourth term, the student is given his choice of areas to work in—usually planning, design or critical path functions. Always, on returning, the student is expected to assume greater responsibility. **Graduates hired as permanent staff do not step out of this planned progression to the upper ranks. Instead, they are put into a development program where they ordinarily spend one year as an engineer on survey and one year as a project engineer with winter reassignment before being given a choice of specialization in the third year.**

Small companies cannot afford the luxury of assigning students to set areas for specific periods to allow them to gain experience. Their policy is much more likely to follow the pattern of putting a student where the need is greatest. Some are only intermittent employers—hiring students at irregular intervals because of a fluctuating workload. Often too, a small firm is more interested in a student in the third year or higher who, in his short term with the company, can contribute a major effort to one of the money-making ventures on which the firm is dependent for its continuation. Students assigned to these firms may thus derive the benefit of more responsibility at an earlier stage, but not the opportunity to experiment in a number of fields.

Participating employers hold a high opinion of the calibre of students obtained from the Waterloo engineering course. "Work-oriented," "self-sustaining," "independent," "uncomplaining"—these are a few of the words personnel representatives use to describe them. One employer expressed a slight temporizing, later reflected in student opinions, that engineering as a profession instills many of these qualities, and co-operative degrees merely emphasize them. Summer students from other engineering schools, therefore, are welcomed in industry, but the flood of applicants onto the market at the one time cannot be absorbed; the availability of co-operative students on a year-round basis is preferred.



The skills of graduates from the Waterloo program ar considerably more marketable than those of graduate from non-co-operative programs. Because Co-ordinatio and Placement has attempted to limit work-term experi ence to useful projects, the students usually emerge wit a strong preference for a particular engineering specialt and choose their first jobs accordingly. Employers fin that they fit into permanent staff positions more quickly They also note that students naturally look to co-opera tive employers after receiving their degrees, althoug not necessarily to those with whom they spent a wor term.

From the first years of co-operative engineering at Wa terloo, there has been a determined attempt to maintai close contact with participating employers. In 1958, th

ndustrial Advisory Council was established to "bring uidance from industry." Meeting twice a year, the ouncil discusses problems and makes recommenations on the engineering, applied chemistry and aplied physics courses. The Council is now composed of 8 members, each representing a type of industry for period of four years.

Student attitudes toward Waterloo's co-operative engineering program were predictably harsher on several counts. The opinions seemed to mellow, however, as the undergraduate neared the completion of his degree. One recent graduate summed up the thoughts of many when he said, "I consider an engineering student mature when he stops blaming Co-ordination for the sampling of jobs covered." Such students suffered from no delusions about the perfection of the Department of Co-ordination and Placement, but, unlike members of the undergraduate body, they were prepared to deem the system the optimum under present conditions. They allowed for the vast numbers of students to be placed each quarter, the constant quest for new employers and more job openings, and even the failure of some students to give a positive impression at their placement interviews or to show initiative on the job. Still, there were criticisms voiced by all. Many thought the field co-ordinators were far too industry-oriented. Most admitted that this situation was predicated by the essential role of placement in the co-operative scheme; however, they typified engineering field co-ordinators as too old and too conservative. Students agreed that the central Co-ordination office personnel had more affinity with their problems than did its field men.

There were a few other sour notes. Employers were criticized for supplying inadequate job notices, and for sending makeshift interview teams. Mature students—those returning to school after years in the work-world—were annoyed at employers' rigid adherence to salary levels scaled to the student's progress within the co-operative degree. They were appalled at the lack of monetary allowance for previous relevant experience, and protested particularly vehemently because of the severe effects that inadequate financing could have on their university careers. Financing also worried those direct entries from high school who had come to Waterloo hoping to be able to earn their way as they went. Most found it difficult to earn enough during a work term to pay living expenses for that term as well as the complete costs of the following study term.

Women are conspicuously absent from the co-operative engineering program. Research in the United States had indicated that a co-operative program might attract more women. And it does—to applied mathematics, for instance, where an estimated 45 per cent of the undergraduates are female; but not to engineering. It is not that the women are eliminated in gross numbers; they simply do not apply. Nonetheless, some women have not only entered the program but have been graduated.

The Dean's Committee, composed of four students—two from each stream—faculty representatives, co-ordinators—including one field co-ordinator—and, on occasion, the Director of Co-ordination and the Dean and Associate Dean of Engineering, is charged with examining co-operative engineering after twelve years of operation at the University of Waterloo. **The student representatives have already prepared a detailed brief on the changes necessary to institute the ideal system.** Among other recommendations are the relocation of the Co-ordination and Placement Department in the same building as the faculty, more meaningful assignments on the work term, and a better marking system for the work reports. Some action has already been taken: one member of Co-ordination has been relocated in the engineering building to allow freer access by students with problems. Since May 1970, the marking process for work reports has also been revamped, with the faculty assuming a fuller role. Other proposals before the committee include a suggestion that field co-ordinators be temporarily reassigned to positions on the faculty to allow them to update within the academic engineering environment and to provide a closer relationship with students. A further proposal by the students would locate a career counsellor—a representative of Co-ordination—in an office next to Personal Counselling.

A second vehicle for student expression is the Student Advisory Council. Now in operation for about one year, it represents all co-operative programs, and acts as a sounding board for student ideas. Copies of the minutes are sent to the Director of Co-ordination for his consideration. Informal feedback sessions with the Assistant Director of Co-ordination, and in-class suggestion hours also exist as channels between the operators of and participators in the system.

The Waterloo formula may be criticized on many grounds, but the faults are not so major as to suggest that it does not work. It does. The University has expanded and continues to expand in physical presence and in reputation. The same students who offered some of the harshest criticism were quick to point out the merit of a Waterloo education over that offered by traditional universities. **Perhaps one of the greatest indicators of the drawing power the University exerts on potential students is the admission of one senior undergraduate that he had forfeited a scholarship elsewhere to attend Waterloo's engineering school and work his way through.**

Spotlight on the economy

Part 1

Patterns of Growth, the Seventh Annual Review published by the Economic Council of Canada projects a substantial shift in emphasis when compared with the reports of preceding years. In keeping with its aim of providing increasingly accurate "periodic assessments of the medium-term potentialities for Canada's growth and development," **the Council enters the 1970s by redirecting its focus from the economy as a whole to "a more comprehensive and systematic appraisal of potentials on an industry basis."**

The 1970 Review is intended to provide background for this task by "considering how public and private policies might be adjusted to encourage more efficient use of limited productive resources." It also outlines the international trade policy issues that will be facing Canada in the next decade. Unlike past Reviews, this year's does not contain chapters on economic performance relation to medium-term goals. These will be issued a separate "performance report" toward the end October.

Although misgivings are expressed in some quart about the pursuit of economic growth, **the efficient u of resources to satisfy a multiplicity of social and in vidual wants remains an economic imperative, the Revi maintains.** Productive efficiency may be gauged by me suring "factor productivity"—the margin by which t rate of growth in output varies from the combined ra of change in labour and capital inputs. Among differe sectors of the economy during the 20 years from 19 to 1967, annual trends in growth and the componer of growth varied widely. In general, price increases the survey period were less pronounced in indus sectors (primary industries, mining, manufacturing, u lities) that show relatively high rates of factor-produc vity growth. Price increases were highest in the serv sectors and construction, which drew much of th growth from labour input rather than productiv growth. In fact, the highest rates of price increases c curred in the two service industries in which there w no gain at all in factor productivity—finance, insuran and real estate, and business, community and perso services. A comparatively low rate of increase in capi investment, however, does not rule out relatively stro advances in productivity.

When changes in the development of growth components are compounded over a long period, the Review continues, the pattern of total economic activity is altered substantially. Thus, in two decades, the relative significance in the economy of such activities as farming, forestry and fishing diminished, while service industries grew to account for about 60 per cent of total employment and output. The position of the other goods-producing industries did not change over the two decades; they account for about one third of employment and two fifths of the value of production.

Because change is the essence of growth, the Review observes, policy broadly should aim at removing obstacles to change. **"In too many cases in the past, undesirable rigidities or distortions in the Canadian economy have resulted from tariff policies, subventions and subsidies, certain regional and transportation policies, lack of effective manpower-mobility programs, and lack of competition," states the Review.** The role of competition can be crucial to the process of appropriate change. This has been a major theme in the Council's work, especially in the analysis of scale and specialization in Canadian manufacturing and of competition policies.



Mining and manufacturing

Rapid growth of capital stock in mining—including metals, non-metals and fuels, but not processing or transport—was sustained throughout the 20-year survey period. But, in the most recent decade, there was no increase in employment and only narrow advances in factor productivity. The mining industry's capital requirements have expanded in importance as the scale of operations has grown, partly in order to tap lower-quality, deeper and remoter resources. Capital stock per employed person quadrupled over the postwar period. The increase in capital stock accounted for about half the industry's growth over the 1946-67 period. Total employment of labour by the whole industry did not increase in the decade to 1968, but costs of retaining the higher skills required have increased. Employment is not expected to increase markedly in the 1970s. Substantial expansion of the mining industries in the 70s will continue to depend on heavy capital investment. Other factors, including demand and taxation policies, could also have significant effects.

Output in manufacturing as a whole grew at an average rate of about 5 per cent a year in the 20-year survey period. Gains in factor productivity accounted for about two fifths of the growth. Rates of growth in output, and changes in the relationships among growth components varied among manufacturing industries, but, in general, rapid output growth has been associated with rapid advances in productivity.

Both capital and labour are perhaps being used less effectively generally in Canadian manufacturing than in counterpart industries in the United States, says the Council. Recent analyses show that output per person employed in Canadian manufacturing may be one third less than that in the U.S. The capital-output ratio also is higher in Canada.

Although there is little variation in costs of materials and fuels in comparable Canadian and U.S. industries, prices of manufactured products are often 5 to 10 per cent higher in Canada. In general, the better the relative productivity performance in Canada, the lower product prices appear to be in relation to those in the U.S. Differences in productivity performance between comparable Canadian and U.S. manufacturing industries appear to be related more to production specialization within establishments than to the size of the establishment. Although other elements may be important in achieving high productivity rates, establishments often do not need to be large to be efficient. "For many products, there would appear to be a 'virtuous circle' in which larger-scale markets facilitate increased specialization in production which, in turn, promotes relatively high levels of productivity; and the latter, in turn, tend to permit relatively lower prices in comparison with the United States, thus laying the basis for more competitive and sturdier growth."

The rate of expansion of manufacturing in the 1970s will depend on a number of factors, including productivity performance and developments in trade and relative prices. Emphasis on productivity improvements would become more important if the exchange value of the Canadian dollar remains above that of the 1960s.

Wholesale and retail trade

Wholesale and retail trade, the Review points out, now account for about one sixth of total employment and about one seventh of total output in the Canadian economy—almost one quarter of all output in the service sectors. Employment in wholesale and retail trade grew faster over the 1946-67 period than in manufacturing and the economy as a whole. There was also a relatively rapid growth in capital, but the amount of capital invested per employed person is still low compared with other areas of the economy. Factor productivity in this industry has grown relatively slowly—only half as much as in manufacturing. This is owing partly to slower gains in skill and experience than in other industries, fewer opportunities to apply labour-saving technology, and fewer chances to achieve economies of larger scale and specialization. The potential for productivity improvement in the distributive trades lies in the ease with which organizational changes and new distribution methods can be introduced.





Health care

Recent rates of growth in health care and education expenditures are simply not sustainable, the Review states. More effective use of resources in those fields requires urgent attention in Canada. The economic aspects of health care must become a matter of greatly increased concern, as costs soar and capital and manpower requirements grow rapidly. The share of the Gross National Product accounted for by total expenditure on personal health may amount to about 6.5 per cent in 1975, compared with 5.5 per cent in 1969 and 3 per cent in the mid-1950s. The demand for health-care personnel, whose earnings account for about 80 per cent of total health expenditures, is growing rapidly. Physicians perhaps, and dentists almost certainly, will be in short supply by 1975.



Soaring costs have been caused by increases in the quantity and quality of health services, a catching-up process in the wages of many categories of personnel, absence of incentives for economic efficiency, underdeveloped co-ordination of services, and limited long-range planning. In hospital care, evidence suggests that average costs decline, though not sharply, with increases in hospital size and utilization in relation to capacity.

It is important for economic, as well as for human and social reasons, that attempts to restrain costs should not limit the universality and comprehensiveness of health care. A small deterrent fee for unnecessary use of health services—perhaps a utilization charge—may not be inappropriate. Low-income consumers should be exempted from any such fee.

Among other suggestions made by the Council for greater effectiveness in the use of productive resources for health care are: term services that would shift some tasks to less costly personnel; changes in licensing to permit paramedical personnel to take over some professional services; consumer-organized group health centres; more use of less expensive but adequate facilities outside of costly hospital accommodation (for example, for mild, chronic, geriatric, ambulatory and convalescent cases); better regional co-ordination of services; more preventive health care; fuller utilization of facilities and equipment; and better management methods in hospitals and health-care centres.

Higher education

Education, according to the Review, is Canada's biggest "industry", with almost one third of our population connected with it on an involved fulltime basis. Education now accounts for about 8 per cent of the GNP, and is the biggest item in total government spending. This expenditure is expected to continue to increase at an average annual rate of about 8.5 per cent during the 1967-75 period, on a constant-dollar basis. Government spending on post-secondary education alone could well rise at an average annual rate of about 15 per cent in this period, the Council believes; but it points out that this would be below the 20 per cent annual rate of recent years. University operating costs and capital spending have been growing at twice the pace of enrolment and degrees granted, and the Council would like to see more widespread, systematic and intensive efforts aimed at increasing the effectiveness of these expenditures. The Council thinks, too, that the goals of higher education need to be clarified.

What is needed most, the Review points out, is increased awareness by those who make spending decisions—including many who bear no responsibility for raising the money—that efficiency and economy should receive prime consideration. Unnecessary duplication of courses should be eliminated, and closer co-operation between industries and community colleges fostered. Under provincial formula grants to universities, whereby per-student grants are designed to reflect the varying costs of different courses, universities may—in order to obtain more money—put an emphasis on those courses in which the grants may be out of line with unit costs, the Council maintains. Therefore, the claim that formula grants can help curb rising expenses would appear to be unfounded.

A number of arrangements for replacing some public financing of higher education with larger private (student) financing have been discussed in recent years. These might curtail long-term growth in government educational spending, but assurance is needed that no worthy student would be deprived of education. Significant economy might be achieved through: closer scrutiny of class sizes and teaching loads; tighter evaluation of the range of courses offered; rationing of expensive technology; and increased co-ordination between universities and other post-secondary schools.

International trade

There are good economic reasons for dissatisfaction with some of the results of Canada's commercial policies, the Review continues, especially the fostering of high-cost, rather unspecialized manufacturing industries. **A central consideration for commercial policy in the 1970s must be how best to obtain a better cost, productivity and competitive performance in manufacturing.**

The Council recommends that more frequent reviews of Canadian tariffs be conducted, with the aim of promoting industrial efficiency. Unilateral tariff reductions should be considered as part of a well-balanced, anti-inflation program if persistent and unacceptably high increases in industrial costs and prices occur in the 1970s. Agreement through GATT for free trade in selected industrial materials should be explored. Participation in a wider free-trade arrangement appears to many Canadians to be preferable to Canada-U.S. free trade, but the practicability of an early move to a wide free-trade area is open to serious question. There would be considerable problems in developing selective trade arrangements with the United States on the pattern of the auto pact. **The healthy development of Canada's trade requires vigorous participation in efforts to generate a positive response to the likely expansion of the European Economic Community, to resist use of non-tariff barriers, and to obtain better conditions for trade in farm products.** Seeking freer world trade patterns implies a willingness on Canada's part to provide genuine reductions in barriers to imports. Canada, the Review urges, should combat any turn toward protectionist trade policies in the United States or Europe, but be prepared to seek special exemption arrangements with the U.S. should such trends develop.

Should Britain enter the EEC, Canada ought to consider abolishing preferential tariffs affecting some British products and reducing tariffs on such imports from most-favored-nation trading partners to facilitate some accommodation to Canadian interests. With the projected development of big markets, big international firms and technological change in the 1970s, access to a large market for Canadian industrial products will then become even more important.



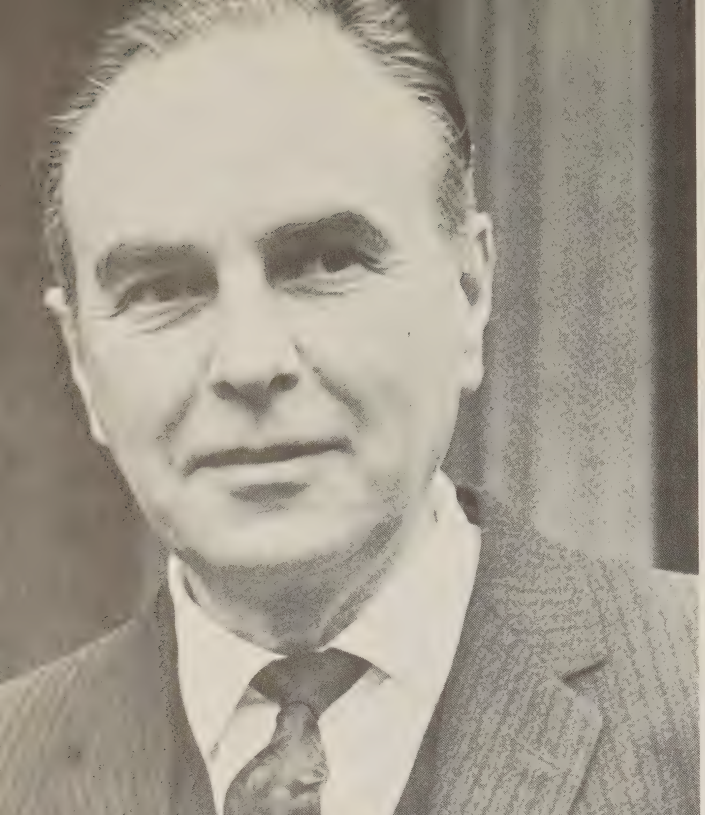
Building on the best—TUC style

Trades Union Congress President Sir Sidney Greene opened the 102nd convention with a warning that British industrial relations would be as smooth or as rough as the Government wanted to make them. He also warned against any cutting back of public expenditure; there was no evidence, he said, that this would act as an incentive to industry. Highlights of the convention, which was held in Brighton from September 7 to 11, included calls for an expansion of the economy, increased public expenditure, higher wages and a shorter working year.

Introducing the general council's interim report on the structure and development of the TUC, General Secretary Victor Feather said that **one effect of technological change had been to convince growing numbers of non-manual employees that they needed trade unions.** The spread of takeovers and mergers had shown how fragile was their belief that they were safe and would be looked after by their employers.

The report emphasizes that the best way in which the trade union movement could make progress was by building on the best of what had already been achieved, rather than by making abrupt changes for their own sake. It underlined the importance of recruiting more members and maintaining their membership. It looked outward to the place of trade unions in society and to the environment in which they operated. Workers' participation was re-emerging as a trade union aim.

The report emphasizes also that the use of the strike weapon must be sparing and intelligent, and that no one works in isolation; one man's strike can mean another man's layoff. It underlined the importance of education and training, and stressed the fact that investment of more trade union resources in both was necessary so that the rewards to the movement and to the community could be larger. The suggestion was made, too, that there be more specialist conferences for promoting the exchange of information, improving com-



Sir Sidney Greene

munications, and establishing new consultative arrangements in response to the unions' demands. Also proposed was a system of industrial committees that would survey and report on such matters as inter-union relationships, collective bargaining, wage structures, safety and health.

Mr. Feather told the Congress, that trade unions wanted to solve industrial relations problems by orderly methods, and he added that **it would be a tragedy if the Government tried to bring in legal sanctions.** If the Government used the law, the first casualty would be the willingness of the unions to come to agreement wit employers. Unions would co-operate, he said, with an government in any fair and honest effort to get th economy onto an even keel; but he warned that n government could expect co-operation if it insisted o a rigid acceptance of dogmatic assertions based o speeches designed to win an election.

In an address on the economic situation, Feather mad a strong appeal to the Government to allow the econom to expand, and this was backed by a Congress resolutio carried without dissent. The motion expressed grav concern at the upward trend in unemployment an economic stagnation, and it demanded that the genera council press the Government to pursue an expansioni economic strategy that would steer away from incom restraint so that the figure of over 600,000 unemploye would be reduced by industrial expansion and co trolled investments within a full employment policy.

Calls for an "offensive strategy" to expand the econom and secure higher pay with shorter hours dominated TU speeches on the third day of the convention. Jack Jone leader of the Transport and General Workers' Unio led an attack on any proposals from the Governme to restrain wages, particularly in the public sector. H was moving a resolution, passed unanimously, that o posed any attempt to use the public sector as an "exam ple" to the rest of industry in curbing wage rises to discriminate against any sector of the working popu lation. Mr. Jones called for a higher national minimu wage, and he went on to suggest that holding dow wages was not the best way to overcome the country economic plight. Jones moved a motion that the Co gress should declare its full support for the efforts trade unions to secure higher wages and salaries an a shorter working year as part of the necessary proce of sharing the benefits of technological change an reducing unemployment. The motion called for a wag strategy linked to a strong campaign to achieve th legitimate demands of the movement. It expressed tot opposition to any policy restricting the right to defen and improve living standards, particularly those lower-paid workers, and to any restrictions on bargai ing, legally enforced or otherwise. The Congress ga the motion its unanimous approval.

Delegates expressed strong opposition to any government policy that sought to reduce public expenditure. The result was a motion to resist any attempts to impose charges on social and welfare services at the time of use, to reduce the quality and quantity of services available, to limit wage and salary increases to public sector employees, and to transfer sections of public enterprise to private industry. The motion called also on the Government to maintain and expand the growth of public expenditure.

Social justice would be the first casualty of a policy of wage restraint initiated at the expense of workers in the public sector, which included some of the poorest paid in the country, said Hugh Scanlon, President of the Amalgamated Union of Engineering and Foundry Workers. In a motion that was carried, he pressed for the preservation of the voluntary basis of the industrial relations system. The motion instructed the general council to give a vigorous lead to affiliated unions in resisting any interference with the trade unions' right of free collective bargaining.

By a big majority, delegates supported the general council's wait-and-see policy on British entry into the Common Market. Feather assured delegates that the trade union movement intended to try to influence the negotiations; but only when their outcome was known would it be possible to draw up a balance sheet, he said. A hard-line motion instructing the TUC general council to oppose entry was rejected, but by a narrower margin than was expected by its supporters, among whom was Britain's biggest union, the Transport and General Workers. Though the delegates overwhelmingly adopted a fence-sitting posture, the mood of the conference was clearly anti-Market. The EEC issue sparked off one of the liveliest debates at this year's convention.

British workers wanted to be able to celebrate the beginning of each new year in the proper spirit, said C. D. Grieve, of the Tobacco Workers' Union, so he moved a successful motion calling for at least two extra public holidays a year—May Day and New Year's Day—with an additional alternative day for Scotland, where New Year's Day is already a public holiday. M. Sharp, of the Chemical Workers' Union, seconded the motion and said that, in London particularly, May Day is a worker's day, and he prophesied that 1971 would see workers, in greater numbers than ever, taking that day off to join the demonstrations. As the workers did not seem to be able to negotiate the holidays, he said, the general council ought to press the Government to give the two extra days. They would be an incentive to production, he added.

A motion that all employees have the right to know what assessments have been made of their work, and that reports on employees, together with promotion procedures, should be in accordance with agreements entered into by managements and unions was carried. Terence Casey, Secretary of the National Association of School Masters, moved the motion, declaring that the basic function of the trade union movement was to secure equitable prices for labour. It was also important, he said, to see that skill and intelligence were fairly assessed and that employers used the most objective, accurate

Victor Feather



and up-to-date methods to do this. Delegates, by a show of hands, approved a motion calling on the general council to investigate job evaluation, measured day work and other related productivity schemes, and to discover whether these methods of work measurement provided adequate remuneration for workers.

The contrast between the trade unionists of yesterday, now drawing retirement pensions, and the more prosperous trade unionists of today was drawn by Jess Townend, aged 82, General Secretary of the Pattern Weavers' Society. He was supporting a motion calling on the general council to study, in detail, ways in which the trade union movement could contribute to the removal of basic causes of deprivation in specific areas. It was carried. An investigation into the wages and working conditions of employees in workshops for the disabled was successfully urged by T. J. Parker, Secretary of the National League for the Blind and Disabled. And a charter for the care of the elderly was proposed by the Chemical Workers' Union and accepted by the Congress. The motion said that retirement pensions should guarantee a living income for retired workers.

The Congress was told that there must be control over personal information in data banks in order to avoid a situation akin to the nightmare world of George Orwell's "1984." A motion saying that the Congress was deeply concerned at the growing accumulation of personal information in publicly and privately owned data banks was carried. It called on the general council to consider how to prevent abuse of the information.

Unopposed support was given by the delegates to a motion urging both the Government and general council to extend their patronage of the arts. It called on the Government and local authorities to act positively and urgently in providing support for an increase of live entertainment, and specifically to take whatever action was necessary to ensure implementation of the report of the Arts Council Theatre Inquiry, 1970. The general council was instructed to have regard to the need for improved cultural facilities and to encourage all forms of artistic talent and expression within the movement.

It was decided, too, that local government and National Health Service workers should be able to seek election to town and city councils, or appointment to hospital management committees and regional hospital boards. The delegates supported a motion, tabled by the National Union of Public Employees, instructing the general council to seek amendments to legislation to enable local authority employees to seek membership in their employing authorities, and for hospital employees to seek appointment to hospital boards. Another successful motion, calling for the help of all unions in efforts to establish the rights of workers at D. C. Thomson, Dundee, and any other industrial organization adopting trade union measures, was moved by Kenneth Morgan, General Secretary of the National Union of Journalists. The motion sought help in getting workers in such employment to join the appropriate union and to organize for their betterment and protection.

The Congress called on the Government to ensure that, when contract work is carried out for any government department or nationalized industry, it should be a prerequisite that the contractor employ organized labour. A motion asking the Government to investigate, and if necessary legislate against, the stranglehold on the distribution and exhibition of British motion pictures was passed. Delegates believed that this stranglehold endangered the livelihood of all film industry workers. The Congress approved also a motion, tabled by the Association of Teachers in Technical Institutions, expressing grave concern at the failure of large sections of industry and commerce to react more responsibly to the Industrial Training Act.

An attempt on the final day, September 11, to commit the Congress to take industrial action in an attempt to achieve equal pay for women was defeated. A motion welcoming the Equal Pay Act was carried. Mrs. C. Page, Union of Shop, Distributive and Allied Workers, said that equal pay legislation was of no value to those women employed in jobs where no male rates existed as a lever. G. H. Lowthian, speaking for the general council, said that the responsibility for achieving equal pay lay with the individual unions.

No one under 60 need apply

Workers over 60—a notoriously difficult group to place—are finding jobs in the state of Maryland, thanks to the efforts of "The Over-60 Counselling and Employment Service." A non-profit arm of the Montgomery County Federation of Women's Clubs, the organization exists to find employment primarily for senior citizens who, although they live in a locale where the average family income is just over $18,000, are trying to subsist on social security benefits alone. Mrs. Gladys M. Sprinkle, Director of the agency, noted that, although some clients wanted work just for the sake of work, the more usual case resembled that of the crippled widow who had to pay a rent of $88 a month out of a monthly income of $89.

Job openings are found through the State Employment Service, direct requests by employers, and just plain digging by agency volunteers. In 1969, 589 job seekers applied to "Over 60," and more than 450 were placed. The organization turned down more than 1,000 job offers because candidates were not available to fill them, or because they were judged unsuitable for older people.

The organization has found that 60 to 70 per cent of its clients need counselling to give them a more realistic outlook on the job opportunities for those over 60. Often sights have to be lowered: One man of 64 who had lost a $30,000-a-year job when an electronic equipment firm was reorganized had to settle for a modest salary earned by selling ad space in a suburban newspaper. Some have done exceptionally well, however: one 70-year-old retired civil engineer was hired by a firm of consulting engineers and has been busy ever since at a fee of $80 a day. **The important factor is a strong determination to obtain employment.** Sometimes clients carry this determination to astonishing extremes. One man beat his fist on the counsellor's desk, stating that this was the first time he had been out of work in 67 years, a situation not at all to his liking. He was finally placed as a night guard at the age of 86.

From a single office that remained open for three hours a day, three days a week in 1961, the agency has expanded to three offices. Although all space is provided free of charge, operating costs now run about $27,000 annually, including the salary of the director and seven part-time workers. The Federation of Women's Clubs itself provides from $8,000 to $9,000 annually, the remaining funds are made up by the Montgomery County Council and the Maryland State Commission on the Aging under Title 111 of the Older Americans Act, a federal Government program.

In 1966, "Over 60" began a project aimed specifically at training older women. Called the "Good Neighbour Aide Training and Placement Program," it trains women from 50 to 70 to take care of children and older people, and then places them in jobs in homes in their immediate neighbourhoods. The agency protects its trainees by enforcing a rigid set of guidelines for training, for minimum pay and for the kinds of work that are acceptable. "On the job, the Good Neighbour attends to the personal needs of an elderly person or a child, as a companion to the elderly or as a mother-substitute for the child," according to the guideline. "She may assist with feeding, bathing, dressing, planning and preparing meals, shopping, and tidying the house, but she is not committed to heavy housework or heavy laundry." The demand for the graduates of the agency's course is greater than the number of graduates. In 4 years, 175 have been trained, but last year alone, 971 job offers were made.

A similar project for men has now been initiated. Called the Senior Home Craftsman Program, its aim is to provide work for older men while supplying workers for minor repairs in private homes. The Washington Building Trades Council and the suburban Maryland Home Builders Association helped develop the concept. The first eight trainees have already been recruited and have attended an orientation workshop, but the agency has been slowed by the need to overcome the reluctance of some course members to be considered "handymen."

Cecil A. Hileman, Manager of the Montgomery County office of the Department of Employment Security, considers the agency's work with older workers invaluable. "It would be nice if the State had the capability to provide all the employment service needed in the county," he says, "but we do not—not by a long shot." "Over 60" gives this age group the time and consideration they need and that the State office cannot provide.

Labour legislation in 1969-70

Part 1: Labour standards

In the past year, the benefits extended to workers by labour standards legislation were significantly improved.

Ontario amended its Employment Standards Act to provide for notice of termination of employment in cases of both individual dismissal and mass layoffs and to improve wage protection available to workers. It also passed the Women's Equal Employment Opportunity Act, which protects employees against discrimination in employment because of sex or marital status and provides for maternity leave.

Alberta also increased protection for women workers by rewording the equal pay provisions of its Labour Act. This was one of many changes made to the Act.

The field of wage protection received considerable attention. Manitoba and British Columbia, as well as Ontario, overhauled their wage protection laws, and some changes were made in Alberta, Québec and New Brunswick.

In addition, annual vacation provisions were improved in Ontario, Nova Scotia and Newfoundland, public holiday benefits increased in Manitoba and Alberta, and standard hours of work were reduced for some groups of workers in Manitoba and Québec.

All jurisdictions, including the federal jurisdiction, increased minimum wage rates.

On June 1, Newfoundland proclaimed in force three labour standards laws passed last year—those governing annual vacations with pay, notice of termination of employment, and weekly rest.

Minimum wages

The Canada Labour (Standards) Code and regulations were amended to increase the federal minimum wage rates from $1.25 to $1.65 an hour on July 1, 1970 for employees 17 years of age and over, and from $1 to $1.40 on July 22 for employees under 17.

The **Yukon and Northwest Territories minimum wage rates** were raised from $1.25 to $1.50 an hour, the former on May 1, 1970 and the latter on September 1, 1970.

The **Newfoundland Minimum Wage Act** was amended to allow the Minister of Labour to set special minimum rates for handicapped employees and to establish a three-year time limit for prosecutions under the Act.

Since September 1, 1969, all ten provinces have increased minimum wage rates or have announced increases that will come into effect at a future date.

Alberta provided for a two-stage increase in minimum rates and increased the deductions allowed for board and lodging.

The general rate for employees 18 years of age and over was increased from $1.25 to $1.40 on April 1 and to $1.55 on October 1. The rate for employees under 18 was correspondingly increased by 15 cents at a time to reach $1.40.

Minimum rates for students employed part time, commercial travellers and inexperienced female garment workers were also raised in two stages.

British Columbia issued a general minimum wage order that established a rate of $1.50 an hour, effective May 4. The new order is a consolidation of nine separate orders, most of which had set a minimum of $1.25 an hour.

The rates for the fresh fruit and vegetable industry and resident caretakers in apartment buildings with five or more suites were also increased.

Manitoba made a provisional increase in its minimum rate from $1.25 to $1.35 an hour on December 1, 1969 (employees 18 and over), pending the final report of the Minimum Wage Board. The rate was further increased to $1.50 on October 1. The rates for young and inexperienced workers were increased correspondingly.

The general regulations under the Employment Standards Act were reissued, among other matters increasing the deductions allowed for room and board and deleting the limits formerly placed on the hours of overtime that could be worked by women.

Effective January 1, 1970, **New Brunswick increased its general minimum wage rate** from $1 to $1.15 an hour. Lower rates are set for handicapped workers, apprentices and casual employees.

Newfoundland raised its minimum wage rates by 15 cents on July 1. Men over 18 are to receive at least $1.25 an hour and women over 18 at least $1 an hour.

The order, except for overtime rates, was made applicable to farming, which is defined to include the planting, cultivating and harvesting of farm produce and the raising of livestock and poultry, but not the production of fruit and vegetables in greenhouse and nursery operations. Previously, farming and market gardening were entirely excluded.

Fish processing is no longer excluded from the overtime provisions, which require the payment of one and one half times the minimum rate after 48 hours in a week.

The age division between adult and young workers was lowered from 19 to 18 and deductions for board and lodging were established. Previously, a special order governing the hotel and catering industry set a limit on charges per meal.

Nova Scotia announced a two-stage increase in its general minimum rates for 1971 as well as increases in all industry rates.

The rates for men are to be increased by 5 cents and for women by 10 cents on January 1, with a similar increase on July 1, 1971. Men 18 and over in Zone I, who at present must receive $1.25 an hour, must be paid $1.35 by July 1; women, currently paid $1 an hour, must receive $1.20. Similar increases are provided for workers in Zone II. Zone I, which embraces the six larger urban centres, will be extended to include Antigonish and Port Hawkesbury.

Ontario raised its general rate from $1.30 an hour to $1.50 on October 1, and to $1.65 on April 1, 1971. On the same dates, the minimum rate for the construction industry was increased to $1.75 and $1.90 from the previous rate of $1.55 an hour.

In Prince Edward Island, the minimum wage rate for men was increased from $1.10 to $1.25 an hour on September 1, 1969. Potato warehousemen were brought up to the general rate as of January 1, 1970, and food processing workers as of December 1, 1970.

An order gazetted on August 15 introduced overtime pay requirements for men, similar to those contained in the women's minimum wage order. Overtime pay at the rate of one and one half times the minimum rate must be paid after 48 hours in a week. Persons engaged in road building must be paid overtime after 96 hours of work in any consecutive two weeks. Standard hours of work for employees in the food processing industry during the harvesting and processing season are 60 in a week.

Québec provided for a four-stage increase in minimum rates for employees governed by General Order 4 and the ordinances governing the service industries and the hotel and restaurant industry. In these orders, the zone system is being abolished and province-wide rates introduced on May 1, 1971. Currently the province is divided into two zones: the Greater Montreal area and the rest of the province.

The increases provided in the general order for employees 18 and over are as follows: from $1.25 in Zone I and $1.15 in Zone II to $1.35 and $1.30 on May 1, 1970, to $1.40 and $1.35 on November 1, 1970, then to $1.45 province-wide on May 1, 1971, and eventually to $1.50 on November 1, 1971. Lower rates are set for employees under 18. The hotel and restaurant and service industry rates are also lower.

All three ordinances discontinued special rates for probationary employees and increased the deductions allowed for board and lodging.

Significant changes were made in the hours of work and overtime provisions of these three ordinances. An overtime rate of double the minimum rate after 60 hours in a week was introduced, effective May 1, 1970. Overtime at the rate of one and one half times the minimum rate must be paid after 48 hours in a week. Previously, the general order provided for overtime based on the employee's regular rate and the two industry ordinances set a standard work week of 54 hours. Workers earning a stated weekly wage are no longer excluded from the overtime provisions.

The forest operations ordinance was also reissued, providing for a two-stage increase in minimum rates and reducing the standard workweek from 54 to 48 hours, and the ordinance governing woodworking and sawmills was issued as two separate orders.

In Saskatchewan, a general minimum wage order, which became effective on October 1, 1969, increased rates for employees 17 years of age and over by 20 cents to $1.25 an hour in ten cities and to $1.15 in the rest of the province. The corresponding rates for employees under 17 were increased by 15 cents to $1.10 and $1.05 an hour.

Coverage of Ontario Act

The general regulations under the Ontario Employment Standards Act were amended, making some changes in the groups excluded from various provisions of the Act.

Farming was previously entirely excluded, except for equal pay, wage collection and enforcement provisions. Farm workers, by definition "persons employed on a farm whose employment is directly related to the primary production of eggs, milk, grain, seeds, fruit, vegetables, maple products, honey, tobacco, pigs, cattle, sheep and poultry," are now excluded from only specific provisions of the Act: the hours of work, overtime, minimum wage and annual vacation sections.

Although farming proper has been excluded, a variety of horticultural, veterinarian and agricultural services have been covered by the minimum wage and annual vacation sections but exempted from hours and overtime provisions. In the current revision, most of these occupations related to farming have been given the protection of the hours and overtime provisions of the Act. Still excluded from hours and overtime provisions are persons employed in landscape gardening, mushroom growing, the growing of flowers for the retail and wholesale trade, and the growing, transporting and laying of sod.

Commission salesmen, previously excluded from the Act in the same way as farm workers, are now excluded only from hours of work, overtime and minimum wage provisions. Real estate salesmen are, however, entirely excluded.

Certain trainees (nurse or nursing assistant, laboratory technologist and radiological technician) are now excluded from the minimum wage and vacations with pay provisions.

Hours of work

Under Part I of the Canada Labour (Standards) Code three orders have been made. One applies to interprovincial shipping operating to and from ports in the lower St. Lawrence River and east coast areas of Canada. The order suspends the hours-of-work provisions of the Code until December 31, 1973, and lays down hours-of-work standards that must be observed for the duration. Shipping undertakings operating out of Newfoundland are covered by an earlier deferment order ending on the same date.

The Coal Division of the Cape Breton Development Corporation was at first placed under deferment until December 31, 1969. The period of suspension was extended until July 31, 1971, and a progressive reduction of hours of work provided for.

The Great Northern Railway Company was also placed under deferment. Hours-of-work standards that must be observed are those negotiated by collective agreement. Other railways were already under deferment.

In Manitoba, standard hours of work for men were reduced to 44 in a week from January 1, 1971. Under the former provision, standard hours were 8 in a day and 48 in a week for men, and 8 in a day and 44 in a week for women.

In Ontario, several regulations governing overtime were changed. In the fruit and vegetable processing industry, seasonal employees must now be paid overtime pay after 55 hours in a week, rather than after 60. Businesses letting out for hire vehicles driven by chauffeurs are included in the definition of the taxi industry; as a result, these drivers are not entitled to overtime pay after 48 hours in a week or on holidays. Employees in the sewer and watermain construction industry are entitled to overtime pay after 48 hours, instead of after 50 hours in a week.

In New Brunswick, overtime at the rate of one and one half times the regular rate must be paid after 50 hours in a week on road or bridge construction or repair done under provincial government contract. The overtime rate is applicable where overtime pay is not regulated by a collective agreement.

Employers subject to the Alberta Labour Act are no longer required to report emergency hours worked in excess of maximum hours. Previously, such emergency work and the reasons for exceeding the limit had to be reported to the Board of Industrial Relations within a specified time.

A number of hours-of-work and minimum wage orders were reissued, making several changes in hours and overtime provisions. The order governing employees of rural municipalities engaged in road work was changed to limit hours of work to 12 in a day and 242 in a month and to require that overtime be paid after these limits. Previously, these employees were entirely excluded from hours-of-work limits. The coverage of the order was extended to cover road maintenance and snow removal. In the highway and railway construction industry, hours of work are limited to 10 in a day and 88 in a two-week period, unless overtime is paid. The previous limits were 10 in a day and 191 in a month.

The Alberta order requiring employers to provide free transportation to women whose work begins or ends between midnight and 6 a.m. was extended to apply to all women workers anywhere in the province. Previously, women employed in places with a population under 2,000 were exempted. The previous exemption of nursing staff no longer applies.

Annual vacations with pay

As a result of amendments to the Employment Standards Act, employees in Ontario are now entitled to two weeks vacation with pay after two years of employment, rather than after four years. As previously, employees are entitled to one week's vacation after the first year of employment.

Non-continuous prior service may be counted for vacation purposes. If an employee has completed 12 months of non-continuous employment in any period of 36 months after the year 1966, he is entitled to a vacation.

The vacation must be granted not later than 10 months after the end of the year during which it was earned. The Director of Employment Standards, however, may now require the employer to pay at any time the vacation pay to which an employee is entitled.

The Act stipulates that vacation pay is to be considered as held in trust for the employee. It is a charge on the assets of the employer or his estate and has priority over all other claims.

The three-month service requirement for vacation pay on termination of employment was removed from the Nova Scotia Vacation Pay Act. All employees begin accumulating their entitlement to vacation benefits from the date of hiring. A further change is that a vacation need no longer be taken in an unbroken two-week period; the employer and employee may agree to divide it into two or more periods. Construction workers are now entitled to the same vacation benefits as other employees, because the vacation stamp system was discontinued as of July 1.

The Newfoundland Annual Vacations with Pay Act, 1969, was amended to provide that an employee who has not qualified for a vacation by working the required 90 per cent of regular working hours during a year and who continues to be employed is entitled to vacation pay in proportion to the time worked. The vacation pay must be paid not later than one week after the anniversary date of the workman's employment.

References to "vacation credits" in the Alberta Labour Act were deleted. At present, an order of the Board provides for vacation credits in the construction industry.

Public holidays

Alberta amended its holiday orders on July 1 to increase the number of paid holidays from five to seven. Victoria Day and Thanksgiving Day are now included. If any of the seven holidays falls on an employee's regular working day and he does not work on that day, he is entitled to holiday pay equivalent to his regular wages for the day. If he does work, he must be given the holiday pay and either his normal wages for the hours worked or a day off with pay at another time.

Construction workers are entitled to a lump sum in lieu of holidays; in line with the addition of the two holidays, this sum was increased from 2 to 2.8 per cent of regular wages for the period of employment. The lump sum is to be paid on December 31 or on termination of employment, whichever occurs first.

Various categories of salesmen were excluded from entitlement to holidays.

Effective July 2, Manitoba introduced pay for holidays not worked. The provisions requiring pay for the seven general holidays already established under the Employment Standards Act are generally similar to those of comparable federal, Alberta and Saskatchewan legislation. Under the previous provisions of the Act, employees were entitled only to overtime pay for holidays worked.

Construction workers are governed by holiday provisions similar to the Alberta provisions outlined above. The lump sum payable is 2 per cent of total gross wages, exclusive of overtime, for the calendar year.

Employees who work on the holiday must be given holiday pay and, in addition, overtime pay of one and one half times their regular rate for all time worked.

As previously, certain employees (in continuous operations, seasonal industries except construction, places of amusement, gasoline service stations, hospitals, hotels, restaurants, or in domestic service) are governed by different holiday provisions. For these groups, a day off with pay may be substituted.

There are several situations in which an employee is not entitled to holiday pay—principally, where he has not worked for at least 15 days during the 30 calendar days immediately preceding the holiday. If he works on the holiday, however, he must be paid at the overtime rate.

Ontario repealed a clause providing that an employee who had not earned wages from his employer for at least 12 of the 30 calendar days preceding a holiday was not entitled to overtime pay for work done on the holiday.

Weekly rest

The Alberta weekly rest provisions were amended to require 24 consecutive hours of rest "in each consecutive period of seven days" instead of, as under the former more restrictive wording, "immediately following each period of not more than six consecutive days of work."

Minimum age for employment

In Alberta, persons under 15 may not be employed in any employment without the written consent of the parent or guardian and the approval of the Board. Previously, it was forbidden to employ persons under 15 in a factory, shop or office building under any circumstances.

The provisions prohibiting the employment of school-age children during school hours were transferred from the School Act to the Alberta Labour Act. Certificates exempting a child from school attendance for a temporary period may no longer be granted.

Wage protection

A new enactment in Manitoba, The Payment of Wages Act, which gives wide protection in this area to most employees in the province, went into effect on September 1, 1970. The Act lays down rules respecting the frequency and form of wage payment and provides for the establishment of a Wages Board to deal with cases of unpaid wages not settled by the Employment Standards Division of the Department of Labour. The Board has power, after it has made an appropriate investigation, to issue an order requiring the payment of wages due, subject to an appeal to the county court. Where an employer does not comply with the order and does not bring an appeal, the order may be enforced by filing it in the county court.

As a further protection to the employee, the Board may, before proceeding to deal with an application, require an employer to furnish a bond as security for wages, and may order a third party who owes money to the employer to pay all or part of such money to the Board, to be held in trust for the payment of wages to the employee.

Provision is made also for the recovery on behalf of an employer of an overpayment of wages on termination of employment or of vacation pay.

The Act has the same wide coverage as the Employment Standards Act. The principal exclusions are: employees engaged in agriculture, fishing, fur farming, dairy farming, or in growing horticultural or market garden products for sale; domestics in private homes; and students and qualified practitioners of professions governed by statute.

The Act vests in the Wages Board, which is to consist of at least three members, all the powers of a commissioner under Part V of the Manitoba Evidence Act, the power to administer oaths, and all necessary powers of inspection. If no Wages Board is appointed, the duties assigned to it by the statute are to be carried out by the Manitoba Labour Board.

Wages must be paid at least semi-monthly, unless an existing practice or collective agreement provides for a longer period, and within five days of the end of a pay period (defined as a period not longer than 16 consecutive days) or of termination of employment. Wages must be paid in legal Canadian currency or by cheque.

An employee who has not been paid his wages as required by the Act may notify the Employment Standards Division in writing, but he must do so within a period of 90 days. The Division may, of its own accord or upon receiving such notification, make the necessary investigation, and may direct the employer to pay to the Division the wages found to be owing, at the same time advising the employer of his right to appeal the directive to the Board. The appeal must be made within 10 days, unless the Board allows a longer period.

Where the employer refuses to comply with the directive and does not seek a determination by the Board, the employee or the Division may, after the appeal period is over, refer the case to the Board for an order. The Board may not entertain an application where it is satisfied that the employee is taking court action for recovery of his wages or where it has received information that the employee has succeeded in an action.

In dealing with an employee's application, the Board must make whatever investigation it considers necessary, including the holding of a hearing. The parties must be given notice and an opportunity to present their case. Where the Board finds, upon inquiry, that the employer owes wages to the employee, it must by written order require payment to the Board of the amount determined. The money collected by the Board as security or on third-party demand may be used to pay the wages found to be owing. Any surplus must be returned. Failure to provide security or pay money to the Board when required is an offence punishable by a fine.

An order of the Board may be appealed within 15 days to the county court for a final decision. The appeal is to be a trial **de novo** (a new trial). The Board must not pay over any moneys in its possession until the appeal period is over or the appeal disposed of.

Amendments to the British Columbia Payment of Wages Act extended the benefits of the Act to employees generally, subject to a limited number of exemptions. Previously, only industries and occupations named in a schedule were covered. A number of provisions were strengthened.

The section of the Act authorizing the Board of Industrial Relations to adjudicate claims for unpaid wages and collect the amount owing on behalf of the employee was amended to limit the amount of a wage claim made to the Board to six months wages, and to impose a time limit of six months within which wages may be claimed through the Board.

Unpaid wages certified by the Board constitute a lien against an employer's property in priority over all other claims, with the exception of liens for wages owed to workmen by that employer.

The Board has authority to attach money payable by a third party to an employer named in the certificate. Under the amending Act, money deposited in a general bank account or credit union in the name of the employer may also be attached. Where the Board has made a demand for the money owing to the employer, the

money must be paid to the Board and not to any other person, except with the written consent of the Board. As before, the Board may require an employer to furnish a bond to guarantee the payment of wages to his employees.

Formerly, wages could be assigned through payroll deductions only to institutions or for purposes named in the Act or approved by the Board. Assignment of wages to chartered banks and credit unions, and for the meeting of credit obligations, is now permitted.

Wage collection procedures in the Ontario Employment Standards Act (Part VIII) were strengthened.

The Director of Employment Standards is now authorized to collect unpaid wages up to a maximum of $2,000 per employee, together with a penalty assessment against the employer of 10 per cent of the amount owing. The wages that may be collected are any wages, overtime pay, pay for work on holidays, or vacation pay due under the Act or under any law, custom, agreement or arrangement providing more favourable rights or benefits than the Act. Formerly, the Director was authorized to collect wages up to a maximum of $1,000.

An employer who has paid the amount and penalty required may apply to the Minister within 15 days (previously, within 21 days) for a review of the Director's determination. Before giving his decision in the matter, the Minister must hold a hearing, at which the employer or his agent may present his case.

An employer who is dissatisfied with the Minister's decision may now make an appeal to the Court of Appeal within 15 days, on the grounds that the decision is erroneous in point of law or in excess of jurisdiction. The appeal is to be heard as if made from a decision of a judge of the Supreme Court.

Notice of motion must be served on the Minister. When requested to do so by the employer, the Minister must state a case, setting out the facts as found and the grounds on which the decision is questioned.

As in a number of other provinces, the Director may require a person owing money to an employer who is liable to make any payment under the Act to pay it in whole or in part to the Director. The money is to be held in trust for payment of unpaid wages.

The Act requires the payment of one and one half times the regular rate of wages for work performed in excess of 48 hours in a week and on seven specified holidays. The employer is now expressly forbidden to reduce an employee's regular rate in complying with this provision. The Director has authority to determine the regular rate paid to an employee.

The Director is authorized to determine, by order, that business activities carried on through more than one corporation, individual, firm or association constitute a single employer for purposes of the Act. If he so determines, all or any number of such individuals, firms or associations are then jointly liable to pay any unpaid wages, or any overtime, holiday or vacation pay.

A new provision states that, when the ownership of a firm changes, a worker's employment is to be deemed to have been employment with the new owner, and the continuity of employment is not to be broken.

Unpaid wages (up to a maximum of $2,000) are to have priority over all claims and rights of all other creditors, including those of the Crown.

Steps were taken in several provinces to protect employees in respect of garnishment of wages.

The New Brunswick Minimum Employment Standards Act prohibits the assignment of wages as security for a debt, and an amendment to the Manitoba Garnishment Act prohibits garnishment of wages until judgment has been entered against an employee. **In Ontario, an employer is forbidden** to dismiss an employee on the grounds that his wages are or may be garnisheed. **Dismissal or suspension on the same grounds is also forbidden in Québec** by the Code of Civil Procedure, and this provision was further amended to place on the employer the onus of proving that an employee was not dismissed or suspended for garnishment but for a fair and sufficient reason.

As of November 1, **the Alberta Labour Act requires all employers to give their employees pay statements on each regular payday.** The Act formerly stated that such statements were to be provided by an employer with 11 or more employees. A new provision was added to the Act making the directors and officers of a corporation personally liable for owed wages that a court has ordered must be paid to employees.

Maternity protection

The Ontario's Women's Equal Employment Opportunity Act, 1970, which prohibits discrimination in employment on grounds of sex or marital status, also contains maternity protection provisions, but these apply only to employers with 25 or more employees. The Act prohibits dismissal for pregnancy and provides for unpaid maternity leave.

If an employee has been in the service of her employer continuously for at least one year, the employer is forbidden to dismiss her because of her pregnancy, and must grant her maternity leave, the normal duration of which is 12 weeks. On production of a medical certificate showing the expected date of confinement, the employee is entitled to a period of voluntary leave of up to six weeks preceding the specified date and extending to the actual date of delivery, when confinement takes place after the anticipated date.

The employer may require the employee to go on maternity leave at any time, however, if the duties of her position cannot reasonably be performed by a pregnant woman, or if her performance is materially affected by the pregnancy. The employee must produce a doctor's certificate, when requested to do so by the employer.

The Act provides for six weeks compulsory leave following confinement, and makes this obligation binding on both the employee and the employer. Provision is made, however, for a shorter period of postnatal leave, if it is recommended in writing by a medical practitioner.

On her return to work, the employee must be reinstated without loss of seniority or accrued benefits.

The maternity leave provisions are enforced in the same way as the equal employment opportunity provisions of the Act, through the filing of a complaint with the Director of the Ontario Women's Bureau or through investigations of regular inspection staff.

A complaint in regard to maternity leave may be filed by any person who has reasonable grounds for believing that the Act has been contravened, but the Director may refuse to accept the complaint unless the person concerned consents. If the matter is not settled in the informal investigation made by the Ontario Women's Bureau, a board of inquiry may be set up. There is also provision for prosecution in the courts and the imposition of a fine on summary conviction.

Notice of termination of employment

Legislation was enacted in Ontario requiring employers to give written notice of termination of employment in cases of individual and collective dismissals. The legislation, not yet proclaimed in force, is a separate Part (1A) of the Employment Standards Act. Ontario is the sixth province to lay down statutory notice requirements, and the second after Québec to require notice of mass layoffs.

The notice requirements will apply to employers generally, including the Crown and its agencies. Regulations may be made exempting any type of employment from Part 1A. Unless a change is made in the regulations, professional workers and trainees, real estate salesmen, persons engaged in commercial fishing and domestic servants would be excluded from notice provisions, as they are from certain other Parts of the Act.

An employee must has been employed by the employer for three months or more to be entitled to notice of termination. An employer will be required to give notice to individuals ranging from one to eight weeks, depending on the length of the employee's service. The minimum amount of notice required is as follows:

Period of Employment	Notice Required
Less than 2 years	1 week
2-5 years	2 weeks
5-10 years	4 weeks
10 years or more	8 weeks

The regulations are to prescribe what constitutes a period of employment. Where notice is given, employment must be continued until the notice has expired.

The group notice requirement applies when an employer terminates the employment of 50 or more persons within four weeks or less. The Act does not specify the length of notice required in case of collective dismissals. Notice is to be given in the manner and for the period prescribed in the regulations. Written notice is to be given to the Minister and to the employees. The Minister stated in the debate on second reading that the length of notice contemplated by the Government was eight weeks where 50-100 employees are to be laid off in any four-week period, 12 weeks for 100-300 employees, and 16 weeks for more than 300 employees.

The Minister stated that the notice requirements would not operate in such situations as seasonal or intermittent employment, short-term layoffs, legal strikes or lockouts or in other cases where lengthy notice would not be possible.

In a case of collective dismissal, the employer is required to co-operate with the Minister during the period of notice in any action or program aimed at re-establishing the dismissed workers in employment.

In order to provide some protection to the employer against precipitate terminations of employment during the period of notice, an employee to whom collective notice has been given is required to give written notice of intention to quit his job. One week's notice is required if the employee has had less than two years service, and two weeks if he has been employed for two years or more.

An employer is not required to give notice to: (a) a person "employed for a definite term or task" (to be defined by the regulations); (b) a person who is "temporarily laid off" (to be defined by the regulations); (c) a person who has been guilty of wilful misconduct, disobedience or wilful neglect of duty that has not been condoned by the employer; (d) a person employed in employment that has been exempted by the regulations.

In addition, notice is not required where a contract of employment becomes impossible of performance or is frustrated by a fortuitous or unforeseeable event or circumstance.

An employee may terminate his employment forthwith upon notice if his employer has been guilty of a breach of the terms and conditions of employment.

The employer may require a dismissed worker to stop work at once if he notifies him in writing to that effect and pays him, as compensation in lieu of notice, the pay that he would have received had he worked regular hours during the period of notice, and also any unpaid vacation pay.

The employer may not alter the wage rate or any other term or condition of employment of a person to whom notice has been given, and upon the expiry of the notice must pay him the wages and vacation pay to which he is entitled.

Compensation payable in lieu of notice is deemed wages for purposes of the Act. Where an employer has failed to give the prescribed notice, or to pay the wages or vacation pay due on expiry of the notice, or to pay compensation in lieu of notice when employment is terminated forthwith, the wage collection procedures of the Employment Standards Act apply.

Under the Québec legislation requiring employers to give advance notice of collective dismissals for technological or economic reasons to the Minister of Labour and Manpower (Section 45 of the Manpower Vocational Training and Qualification Act, in force since August 2, 1969), a general regulation was issued, effective March 7, 1970, setting out more detailed notice requirements.

A "collective dismissal" within the terms of the Québec Act is a dismissal involving at least 10 employees within a period of two months. The required periods of notice are:

10-100 workers	2 months
100-300 workers	3 months
More than 300 workers	4 months

An employer (other than an employer governed by the Construction Industry Labour Relations Act) who proposes to dismiss 10 or more employees must notify the Minister in advance unless (a) the undertaking is of a seasonal or intermittent nature, or (b) employees are to be dismissed for an indefinite period of less than six months. "Employee" does not include a director or officer of a corporation or a seasonal or casual worker. The legislation does not apply to establishments involved in a strike or lockout.

The notice, which must be mailed by the employer to the Manpower Branch of the Department, and which becomes effective on the date of mailing, is to contain: (a) name and address of the employer or establishment; (b) nature of the principal product or service; (c) names and addresses of associations of employees; (d) reasons for the collective dismissal; (e) date on which collective dismissal will be made; (f) full name of each employee likely to be dismissed.

Where, because of a fortuitous or unforeseeable event, an employer is unable to give the prescribed advance notice, he must inform the Minister as soon as he can, and give proof that it was impossible to foresee the

necessity for a collective dismissal. In such case the Minister, after consulting the employer, will determine the period of notice that must be given, and the employer is forbidden to dismiss the workers until the period has expired.

The employer is required, at the request of the Minister, to participate immediately in the establishment of a committee on reclassification of employees and to contribute funds to the committee to the extent agreed upon by the parties.

An article in the February 1970 issue of "Québec Travail" (the monthly publication of the Department of Labour and Manpower) described how a committee on reclassification functions. Although the establishment of such committees has been required by law only since 1969, they have been set up by agreement of the Government, employer and workers for almost five years.

A committee is composed of equal numbers of representatives of the employer and the certified trade union or, if there is no trade union, of the employees, and an impartial chairman. Generally, each party is represented by two members, who should be in a position to speak for their organization. The Manpower Branch is responsible for the establishment and functioning of the committees, and a representative of the Branch acts as consultant to each committee. The proceedings of the committee are confidential.

The committee's task is to study and recommend practical measures for the re-establishment of the dismissed workers. Its practice is to hold a general meeting with the workers for information purposes. A manpower inventory is prepared by officials of the Manpower Centres. From the inventory a complete file on the situation of each individual may be obtained.

Measures recommended may include training of various kinds,transfer to another employer or to another locality, retirement or severance pay. The measures must be flexible enough to be adapted to the needs of each worker. By agreement, the expenses of the committee may be paid by the Department and the employer, with the workers making a nominal contribution. Before dissolution, the committee makes a report to the Department on its activities.

Equal pay

The equal pay provisions of the Alberta Labour Act (Part VI) were strengthened through a rewording of the substantive clause requiring equal pay and through the power granted to the Director of Labour Standards to make an investigation in the absence of a formal complaint.

The Act now prohibits discrimination in the payment of wage rates of male and female employees where the work is "similar or substantially similar." The previous wording was "identical or substantially identical." An employee's wages must not be reduced in order to conform with this Part.

An employee or her representative may make a complaint to the Director, who must designate an officer to inquire into the matter. The provision enabling a complaint to be filed by the employee's representative is new. The Director may cause an inquiry to be made on his own initiative.

If the officer designated to make an inquiry is of the opinion that there has been a violation, he must endeavour to settle the matter. If, in his view, there has been no violation, or if no settlement is reached, he must report to the Board of Industrial Relations.

The Board may hold a hearing and may issue a directive that is binding on the parties. The directive may require the payment of wages owing for a period of up to six months preceding the complaint or termination of employment, whichever is earlier. The Board's directive becomes enforceable on being filed with the Supreme Court.

Instead of making a complaint, an employee may, as previously, institute civil action for recovery of wages due under the equal pay provisions. Up to 12 months wages (previously, six months wages) may be recovered under this alternative.

Part 2: Human rights

Two important new Acts were passed in the field of human rights—the Manitoba Human Rights Act and the Ontario Women's Equal Employment Opportunity Act, 1970. The Manitoba Act is a general human rights code, similar to those that have been enacted in most of the other provinces. The Ontario Act is designed to prevent discrimination in employment on grounds of sex or marital status. Although it is intended primarily to protect women, it seeks to ensure to both sexes an equal opportunity to obtain and retain employment, subject only to individual merits and qualifications. Maternity leave provisions are also a part of this Act.

Amendments were made to the Nova Scotia Human Rights Act, the Ontario Age Discrimination Act and the Saskatchewan Bill of Rights Act.

Manitoba and Newfoundland provided for the appointment of an Ombudsman. Five provinces—Alberta, New Brunswick, Québec, Manitoba and Newfoundland—have now established the office of Ombudsman. The Newfoundland Act is to be proclaimed in force.

The Manitoba Human Rights Act is a consolidation of the former Fair Employment Practices and Fair Accommodation Practices Acts, passed in 1956 and 1960, respectively, revised and strengthened by the addition of new prohibitions. As before, discrimination is prohibited on grounds of race, creed, religion, colour, nationality, ancestry or place of origin in regard to employment, including job applications, inquiries and advertisements, trade union membership, publications, and places of public accommodation. New provisions ban discrimination on any of these grounds in the renting of housing accommodation and commercial space, and in the letting of contracts that are offered to the public generally. Prohibitions in regard to trade union membership are made applicable to employers' organizations and other occupational associations. Marital status is included in the grounds on which such organizations are forbidden to discriminate in the admission of their members.

In its new law, Manitoba forbids discrimination also on the basis of sex, becoming the fifth province to do so. The ban on sex discrimination applies in all areas covered by the Act except public accommodation and rental practices.

In regard to employers and employees, the new Act has brought about a substantial extension of coverage. The Fair Employment Practices Act did not apply to employers with fewer than five employees, non-profit organizations or domestic servants.

The Human Rights Act covers all employers, including any person acting on behalf of an employer. Non-profit organizations are excluded only in any case where race, colour, creed, religion, sex, nationality, ancestry or place of origin is a reasonable occupational qualification. Domestic servants are no longer excluded.

Previously, in the sections dealing with employment practices, application forms and job advertisements, a bona fide occupational qualification was accepted as a justification for an exception. Such exceptions are no longer provided for.

The prohibition against discriminatory signs and publications, previously contained in the Fair Accommodation Practices Act and thus applicable only to public accommodation, has been broadened to apply to any notice or other representation tending to restrict any right to which a person is entitled under the law. The provision is now directed also at distributors and sellers, as well as owners and controllers, of communications media.

In public accommodation, not only the denial of accommodation, facilities and services, but also discrimination in the manner in which they are provided is forbidden, on grounds of the race, colour, creed, religion, nationality, ancestry or place of origin of the person or class of persons or of any other person or class of persons. The reference to "any other person or class of persons" is new and is in line with the provisions of other provincial Acts.

Discrimination is prohibited in the renting, and also in the terms and conditions of occupancy, of a commercial unit (defined to include space in a building used for industrial or commercial purposes, professional quarters or offices) or a self-contained dwelling unit. The latter is not defined, but is intended to cover apartment buildings.

Contracts that discriminate against any person or class of persons or contain discriminatory clauses are prohibited.

A general section is added protecting complainants, witnesses and persons disclosing information or participating in proceedings under the Act against reprisals.

A permanent body, the Manitoba Human Rights Commission, is created to administer and enforce the Act. It is also required to perform an educational role.

The Commission must inquire into any complaint made by an aggrieved person and may itself initiate an inquiry. The parties concerned must be given full opportunity to be heard and to be represented by counsel. Each member of the Commission is to have the powers of a commissioner under the Manitoba Evidence Act.

If the Commission finds a complaint to be justified, it must recommend to the Minister the course of action that should be followed. The Minister may then issue whatever order he deems necessary.

As previously, the Minister's order may be appealed within 10 days to a judge of the Court of Queen's Bench by way of originating notice of motion to vary or set aside the order. The Minister and the complainant must be served with notice at least 10 days before the date of the hearing of the appeal. The hearing is to be a trial de novo and the judge's decision is final.

Formerly, the Manitoba anti-discrimination Acts provided for an informal investigation into complaints, to be followed by a more formal inquiry by an ad hoc commission appointed by the Minister, if no settlement was reached.

Prosecution for an offence under the Act may be begun on the information of any person alleging, on behalf of himself or of any class of persons, that any right conferred by the Act has been denied, abridged or restricted. The consent of the Minister continues to be required for prosecutions.

An injunction may be issued in the Court of Queen's Bench against a person for an actual or attempted deprivation, abridgement or restriction of any right under the Act.

Increased penalties are provided for violations.

The Act, like the earlier ones, applies to the Crown.

The equal employment opportunity provisions of the Ontario Women's Equal Opportunity Act apply to employers with six or more employees.

The Director of the Ontario Women's Bureau will be responsible for the enforcement of the Act, subject to the direction of the Minister. The Act may be enforced through the filing of a written complaint, as in the Ontario Human Rights Code, and the Department may also make investigations on its own initiative without receiving a formal complaint, as it now does with regard to equal pay under the Employment Standards Act. The Director of the Women's Bureau is given inspection powers similar to those of the Director of Employment Standards under the Employment Standards Act. Procedures for enforcement include an informal inquiry, where a settlement is sought, a formal hearing before a board of inquiry, and, finally, an appeal to the Ontario Court of Appeal for a final decision.

The Act is made applicable to the Crown.

The legislation forbids discrimination because of sex or marital status in job recruitment, hiring, training, promotion, transfer and dismissal, unless the work in question cannot reasonably be performed by a person because of sex or marital status.

Employers are forbidden to establish or maintain any employment classification or category that excludes persons from employment or continued employment on grounds of sex or marital status, unless the work cannot reasonably be performed by persons of that sex or marital status.

It is also a violation of the Act to maintain separate lines of progression for advancement or separate seniority lists based on sex or marital status that adversely affect any employee, unless sex or marital status is a reasonable occupational qualification for the work.

Job advertisements, notices, signs or publications limiting a position to applicants of a particular sex or marital status are prohibited.

Employment agencies are forbidden to discriminate in acting upon applications for their services or in referring applicants for employment.

A complaint may be made to the Director by any person who has reasonable grounds for believing that the Act has been contravened. The Director may, however, refuse to file a complaint made by a person other than the aggrieved person in regard to discrimination in employment (sec. 4) or in regard to maternity leave (sec. 9) unless the person concerned consents.

Workers who make a complaint or participate in any proceedings under the Act are protected against dismissal or other penalty.

The initial stage of the investigation of a complaint is the same as in other anti-discrimination legislation. An attempt is made to effect a settlement through conciliation.

The parties may enter into a written agreement but, if the matter is already before a board of inquiry, the agreement is not binding until approved by the board. The Director is a party to any such agreement. A settlement is binding on the parties and enforceable in court. If a party to a settlement does not comply with its terms, the Director may file a complaint, which is acted upon in the same manner as other complaints.

Where it appears to the Director that a settlement will not be reached, she must make a recommendation to the Minister as to whether or not a board of inquiry should be appointed. The Minister may, in his discretion, appoint a board of one or more members.

While an ad hoc board of inquiry is provided for, as in the Ontario Human Rights Code, it operates under a more formal and more legalized procedure and, instead of submitting recommendations to the Minister, it has power to make an order requiring full compliance and the taking of remedial action. An appeal against the board's order may be made to the Court of Appeal.

The Director is responsible for the handling of the complaint. The parties to a proceeding before the board are the Director, the person alleged to have contravened the Act, the complainant, any other person named in the complaint as having been discriminated against under sec. 4 (employment) or sec. 9 (maternity leave) and any other person specified by the board. The latter must be given an opportunity to be heard, if he objects to his inclusion as a party to the proceeding.

Notice of a hearing before the board must be served at least 10 days in advance. The notice must contain specified information, including a concise statement of the issues. The hearing must be public, unless the board finds that intimate financial, personal or other matters may be disclosed. The board of inquiry has power to compel witnesses to appear, to examine them under oath and to require the production of documents. Persons are liable for contempt of the board as for contempt of court. Contempt proceedings may be instituted in the High Court.

A party to the proceedings may be represented by counsel or an agent, may call and examine witnesses, and conduct cross-examinations. Counsel for a witness may be present at a hearing to advise his client, but may take no other part in the hearing without leave of the board. A witness is protected against self-incrimination.

A written record of evidence must be kept, and the written record and all other pertinent documents form the record of the case.

Where the board decides that a party has contravened the Act, it may make an order requiring compliance with the provision contravened and, in case of an offence against the employment or maternity leave provisions, may direct the offending party to rectify the injury caused to the aggrieved person and compensate her for it. The board's decision must be in writing and, if requested by a party, the board must give reasons for the decision. A copy of the decision, including reasons, must be served on the parties, together with a notice stating rights of appeal. A board order becomes enforceable as an order of the Supreme Court by filing it with the Court.

Any party to a hearing before the board may appeal from the board's order to the Court of Appeal for a final decision. The Minister may designate counsel to assist the Court. The appeal may be made on questions of law or fact or both.

Individuals who contravene the Act, regulations or a board order are liable on summary conviction to a maximum fine of $800, and corporations, trade unions, employers' organizations and employment agencies to a maximum fine of $3,000. The consent of the Minister is required for prosecutions. The Minister may apply to the Supreme Court for an injunction prohibiting a person convicted of an offence from continuing the conduct constituting the offence.

Regulations may be made exempting any class of employers or employees from the application of the Act.

Amendments made to the Nova Scotia Human Rights Act narrowed the exemption allowed for religious and ethnic organizations operated primarily to foster the welfare of a religious or ethnic group. The Act applies **except** in dealings between these organizations and persons of the same religion or ethnic origin.

The Ontario Age Discrimination Act, which prohibits discrimination because of age in employment and job advertising against persons between the ages of 40 and 65, was amended to extend its coverage to the provincial Government and all its agencies.

The Saskatchewan Bill of Rights Act, passed in 1947, is civil liberties legislation of a general nature. The Act was amended to introduce an enforcement procedure similar to those established under human rights Acts. Previously, the Act was enforceable by prosecution for an offence or by an action for an injunction. The Act, like the province's Fair Employment Practices and Fair Accommodation Practices Acts, is administered by the Attorney-General's Department.

The amending Act provides for an informal inquiry into a complaint by an official of the Attorney-General's Department, and, if necessary, the setting up of a commission. The Attorney-General must send a copy of the commission's recommendations to the parties and may publish them, if he considers it advisable. There is no provision for an order requiring compliance.

As one of a series of legislative measures designed to guarantee civil rights and civil liberties, the Manitoba Legislature adopted an Act to amend the Queen's Bench Act. The Act, which would have particular application in labour disputes, prohibits the Court from granting an injunction that would require a person to work or perform personal services for his employer. A person is not to be held in contempt of court for failing to comply with a court order merely because of a refusal, neglect or omission to perform work or personal services for his employer.

The Court is also forbidden to grant an injunction restraining the exercise of a person's right to freedom of speech. "Exercise of freedom of speech" is defined as communication of information on a public thoroughfare by true statements, whether orally, through printed material or by any other means.

These provisions are not to affect the enforcement of laws or by-laws respecting the use of public thoroughfares, protection of public property, general conduct in public places, or restrictions against the making of certain statements or statements of certain types (e.g., hate literature) or defamation.

Consumer, August

The consumer price index (1961 = 100) unchanged from its July level of 130.5, was 2.8 per cent higher than in August 1969. Increases of 0.2 per cent in the food component, 0.3 per cent in health and personal care, and 0.1 per cent in the transportation, and recreation and reading components, were offset by declines of 0.6 per cent in clothing and 0.1 per cent in tobacco and alcohol. The housing index was unchanged. Since the beginning of 1970, the all-items index rose 1.8 per cent, compared with an increase of 3.5 per cent over the same period in 1969 and of 2.2 per cent in 1968.

The food index increased 0.2 per cent to 131.9 from 131.6, and was 1.0 per cent higher than a year earlier, considerably less than the average July to August advance of over one per cent in recent years. Since the beginning of 1970, food prices have risen by 1.4 per cent. Among staple items, fresh milk rose 1.7 per cent and ground and instant coffee advanced 1.5 per cent and 1.9 per cent respectively. The average retail price of bread declined 0.5 per cent; sugar and butter prices also moved downwards. Eggs advanced 6.8 per cent, their first price increase of 1970. Among meat items, beef and poultry registered declines of 0.6 per cent and 2.0 per cent; pork prices rose 1.0 per cent. Fresh produce prices were lower. Among fresh fruits, prices of oranges and grapefruit declined—those of apples and bananas increased. Most fresh vegetable items decreased in price, with declines of 10 per cent or more for potatoes, cabbage, celery and turnips. More than four-fifths of the increase in the food index in the last 12 months was due to restaurant meals which advanced 5.8 per cent compared with 0.2 per cent for the food-at-home component.

The housing index at 131.5, was unchanged, but was 4.9 per cent higher than a year earlier. Between July and August there was an increase in the shelter component mainly attributable to small increases in rent and home-ownership costs. This was offset by a decline in the household operation group. In this group, higher coal prices caused the fuel and lighting sub-group to rise slightly. Home-furnishings prices declined as lower prices for furniture, floor coverings and textiles outweighed higher prices for utensils and equipment items. Household supplies declined because of lower prices for detergent powder.

The clothing index declined 0.6 per cent, from 126.9 to 126.2 and was 1.0 per cent higher than a year ago. Men's, women's and children's wear, and footwear, contributed to the decline, with only piece goods prices increasing. There were declines also in the prices of men's shirts, trousers, windbreakers and shoes, and women's hosiery and dresses.

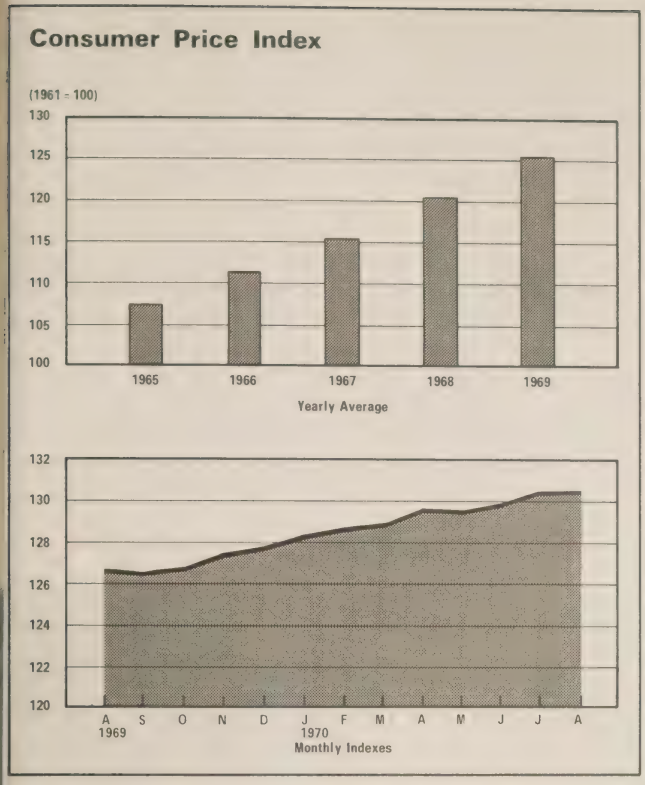
The transportation index rose 0.1 per cent to 125.3 from 125.2, and was 4.0 per cent higher than in August 1969. The inter-city travel component advanced because of increased plane fares, and the price level for local transportation also increased due to higher taxi fares in some cities. There was a marginal decline in the retail price of new cars. Gasoline prices remained unchanged, and there were some increases in motor oil prices.

Price indexes

The health and personal care index rose 0.3 per cent, from 139.8 to 140.2, and was 4.5 per cent above the level of August 1969. The advance was attributable to increased prices for some pharmaceuticals as well as generally higher prices for a number of toiletry items, including toilet soap and toothpaste.

The recreation and reading index, at 132.5, advanced 0.1 per cent from 132.4 as a result of higher admission charges to football games in Toronto and Vancouver, and some increases in camera film and processing charges. The index was 3.8 per cent higher than in August 1969.

Mainly as a result of price decreases for cigarettes, **the tobacco and alcohol index declined 0.1 per cent to 126.4 from 126.5.** It was unchanged from the August 1969 level.



City consumer, August

The consumer price index (1961 = 100) for ten regional cities and city combinations, registered minor advances and declines ranging between +2.2 and −0.4 per cent.

Food prices showed no consistent pattern, with increases in the Maritime and Prairie cities, and declines recorded in the remaining cities—ranging from −0.2 per cent in Toronto to −1.3 per cent in Ottawa. **Housing indexes were lower in most cities,** reflecting sales on a number of home-furnishing items. Summer sales on men's and women's wear items contributed to the decreases in clothing indexes in all cities except Vancouver and Saint John. **Transportation indexes, on a whole, registered marginal increases,** due mainly to a general advance in domestic air fares. In Halifax and Montreal these increases were outweighed by declines in new car prices.

Health and personal care indexes recorded increases in all cities surveyed, as a result of higher prices for pharmaceutical and toiletry items. **Recreation and reading components** in Toronto and Vancouver rose 0.6 per cent to 0.2 per cent; other cities recorded both marginal advances and declines. Because of "specials" in cigarettes, **tobacco and alcohol indexes** decreased by 0.2 per cent in Montreal and St. John's, but were virtually unchanged in other cities.

Regional consumer price index point changes between July and August were: Montreal −.5 to 124.8; Ottawa −.5 to 128.0; Vancouver −.2 to 123.4; Toronto −.1 to 127.7; Saskatoon-Regina remained unchanged at 122.4; Halifax +.1 to 125.3; Winnipeg +.1 to 129.3; Saint John +.2 to 124.0; Edmonton-Calgary +.2 to 125.7; St. John's +.3 to 122.6.

Wholesale, August

The general wholesale index (1935-39 = 100) declined 0.5 per cent to 284.4 from the revised July index of 286.2. It was 0.7 per cent higher than the August 1969 index of 282.8. Six of the eight major group indexes were lower, one advanced, and the remaining group, non-metallic mineral products, was unchanged at 214.4.

The vegetable products group index declined 1.1 per cent to 236.2 from 238.8 on lower prices for potatoes, tea, coffee and cocoa, grains, and sugar and its products. The non-ferrous metals products group index declined 0.8 per cent to 275.6 from 277.9, reflecting price decreases for refined copper (export sales) and lead.

In the animal products group index, lower prices for livestock and fresh meats were responsible for a decrease of 0.7 per cent to 321.6 from 323.9. The woods products group index declined 0.3 per cent to 378.8 from 379.9 on price decreases for hardwoods, reinforced by declines in newsprint and woodpulp because of movements in the exchange rate for United States dollars. The textile products group index increased slightly to 257.0 from 256.9.

U.S. consumer, August

The United States consumer price index (1957-59 = 100) increased 0.2 per cent to 136.0 in August. The month's increase was the smallest since December 1968. Clothing costs rose slightly, but the increase in food prices, 0.1 per cent, was less than usual at this time of year. Consumer services charges continued to advance at a rate of 0.6 per cent, about the same as in the preceding three months, but noticeably less than in the first four months of the year.

Other price index changes were: housing +0.6 to 137.0; transportation −0.6 to 130.6; health and recreation +0.6 to 145.1; medical care +0.6 to 166.8; personal care +0.5 to 131.3; reading and recreation +0.4 to 137.1.

British retail, June

The British index of retail prices (Jan. 19, 1962 = 100) was 139.9 at June 16, compared with 139.5 at May 19, and 132.1 at June 17, 1969.

The increase was due to rises in the average levels of prices of many goods and services which were partly offset by reductions in the average prices of potatoes and some other vegetables.

The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 156.9 compared with 159.2, and for all other items of food it was 138.6.

Reductions in the average prices of potatoes, tomatoes and onions were more than offset by increases in the average prices of many other items—meat, bacon, carrots, cauliflower and ice cream. The index for the food group as a whole was 141.6, compared with 141.0 in May.

There were rises in the average levels of prices of many articles of clothing and footwear and the index for the group as a whole advanced to 123.1 from 122.6 in May.

Mainly as a result of an increase in the average level of prices of second-hand cars, the index for the transport and vehicles group as a whole rose to 131.0, compared with 130.2 in May.

Centralization in collective bargaining

The 7th annual meeting of the Canadian Industrial Relations Research Institute was held in Ottawa June 18-19. The theme of the meeting was Centralization in Collective Bargaining. Synopses of the following papers are presented this month (Synopses of other papers appeared in the October number, p. 708 and in November, p. 788): The Trucking Industry in Ontario, by Graeme McKechnie, York University; and Decentralized Bargaining: Its Problems and Direction in Ontario and the Western Provinces, by J. D. Muir, University of Alberta.

Graeme McKechnie

The collective bargaining system established in the for-hire sector of the Ontario trucking industry was described by Graeme McKechnie of York University. In this rather turbulent industry, he said, a sophisticated form of bargaining has evolved. Although there have been many wildcat strikes in the industry and although the employees are very independent, there is a basic cohesion in the bargaining system.

In 1945, the Motor Transport Industrial Relations Bureau was established at the union's insistence. This came about as the International Brotherhood of Teamsters began moving into Ontario. There are 65 companies belonging to the bureau, representing 10,000 workers, or about half of the Teamsters in the province; about 25 companies in the for-hire sector have stayed out of the bureau.

The board of the Motor Transport Bureau sets policy to prevent the larger companies from having too much influence in the industry. The Bureau negotiates from 10 to 12 individual agreements, and the remainder are multi-employer agreements. The union, as well, bargains on a centralized basis. It sends seven members to a joint council with management. Besides the bargaining, the Bureau represents the companies in arbitration and conciliation proceedings, providing a total service to each member company. This is compared to U.S. associations that are informal and often lie dormant between negotiation periods.

There are several reasons for the stability of the Bureau. There is its permanent nature, with a permanent staff. The union in Ontario is weak with much internal dissension. And 90 per cent of grievances are brought before the joint board, and about 80 per cent are solved before any outside party becomes involved. Grievances are often foreseen, and thus they are solved beforehand

There are monthly meetings of the joint committee where agreements are discussed and interpretations ironed out. Then, both the companies and the unions are bound by these decisions. **And finally, the employers have been able to maintain solidarity during strikes. If one company is struck, the others impose a lockout.**

The Bureau has a wider effect in the industry. The other companies, the non-members, usually follow the Bureau's decisions. The centralized system evolved also because of the high proportion of labour costs as part of the total costs; the good communication between individual drivers who all know what salaries the others receive and the fact that in the industry there are a few large firms and many small companies. It is also easy administratively to have multi-employer bargaining. There are only four classifications of employees—excluding white-collar workers. And there are government regulations concerning the rates the companies can charge. **The proof of the success of the system can be shown by the lessening number of wildcat and official strikes. Since 1962, there have been only two major strikes in the industry in Ontario.**

J. Douglas Muir

Decentralized bargaining—its problems and direction—in the public education systems of Ontario and the Western provinces was discussed by J. Douglas Muir of the University of Alberta. Teachers in all provinces except Prince Edward Island and Newfoundland use collective bargaining to determine their salary levels. They have fought for this right against strong resistance by most school trustees, who think that it is unprofessional and undermines the responsibilities delegated to them by the electorate, and by other ratepayers, who are convinced that it affects school taxes.

The primary reason for the development of decentralized bargaining in Ontario and the Western provinces was simply one of historical evolution. Teachers' occupational associations were formed in Ontario, British Columbia and Alberta after World War I. These occupational associations began either as loose affiliations of local teachers' associations, as in British Columbia, or as a fairly centralized association, as in Alberta, where teachers were affiliated directly to the provincial body rather than to the local association. Regardless of the organizational structure, the strength of the association initially lay in the locals of the association. Consequently, some locals developed faster, became stronger and assumed more militancy than did others. Teachers in some locals strongly endorsed the associations' occupational objectives, whereas those in others did not. Pressure for voluntary recognition of the local association as a bargaining representative for teachers therefore varied from one local to another. School trustee resistance to this voluntary bargaining concept also varied between school jurisdictions. As a result, throughout the 1920s and 1930s some local teachers "bargained" collectively with their local school boards but others did not.

The weakness and inequity of the voluntary system of bargaining became quite evident to the teachers of British Columbia and Alberta during the 1930s. The Teachers' Associations in these two provinces exerted considerable effort to obtain some form of bargaining rights. As a result of the pressure by teachers in British Columbia, the Educational Act was revised in 1937 to provide compulsory arbitration of teachers' salary disputes and an implicit recognition of the teachers' right to bargain. Similarly, the efforts of the Alberta teachers resulted in the establishment in 1936 of a statutory association membership requirement and the obtaining in 1941 of the statutory right to bargaining. Teachers in Ontario have not sought and do not as yet have the right to bargain, but they have a series of "gentlemen's agreements" that takes the form of an exchange of letters between the Ontario Teachers' Association and the Ontario School Trustees' Council.

The rights acquired by teachers in Alberta and British Columbia were obtained on the basis of the then existing decentralized or local bargaining structure. Although the bargaining structure is still decentralized in British Columbia, Alberta and Ontario, it is not always conducted at the local level without the involvement of the provincial associations. In British Columbia, the actual salary negotiations are conducted between a committee of local teachers and a committee of the local school board. If a local settlement is not reached, the central staff of the Teachers' Association prepares and presents briefs to the salary arbitration board. A similar practice exists in Alberta, but if a settlement is not reached at the local level, the staff of the teachers' association must become involved before the dispute can be referred to a Conciliation Commissioner.

Although the bargaining structure is decentralized in these three provinces, considerable control, co-ordination and direction is provided. Over the past decade, however, the trustees' associations in Alberta and British Columbia have opposed the existing decentralized bargaining structures, and opposition is developing in Ontario. The school boards' opposition to decentralized bargaining has been based on the arguments that: (a) it fits into the "teachers' whipsawing tactics;" (b) it forces inexperienced trustees to face the teachers' experienced bargainers; (c) it is time-consuming for part-time trustees; (d) it is detrimental to the education system; and (e) the differences in the local conditions do not warrant local bargaining—particularly when virtually all bar-

gaining issues concern money. Teachers in all three provinces strongly support the existing decentralized bargaining structure and are resisting any move on the part of the trustees to centralize it. The teachers argue that negotiations must be conducted between the employer (trustees) and its employees (teachers). The struggle between the two groups over this issue will be resolved by the power relationship that exists.

One of the central points of difference between the trustees' position and the teachers' position on decentralized bargaining is whether such bargaining takes local conditions into account. The trustees claim it does not; the teachers insist that it does. Local conditions have little influence on the level of salaries established in either British Columbia or Alberta, and one could question the economic value of the decentralized bargaining structure in these two provinces.

With the increased consolidation of school boards and the increased activities of the teachers' and school trustee associations, the impact of this decentralized structure will probably be even less in the future.

There are five basic factors leading to the intraprovincial similarity of teachers' salaries even under a decentralized bargaining system. One may be classified as financial-labour market and the others as institutional in nature. In Ontario, Alberta and British Columbia, salaries were originally determined between the representatives of the local teachers and the school board. The salary determination procedure has become more and more sophisticated and as a result, the provincial associations of both the teachers and the trustees have been taking a more and more active role in the determination of teachers' salaries. With each stage of association involvement, there has been more emphasis upon comparability and a greater consistency in the salary levels established within the province. In British Columbia and Alberta, the professional negotiators of the provincial associations are now giving personal assistance and advice to the local negotiators. In some instances, they are actually participating in local negotiations. With each of these steps comes a natural tendency to overlook and reduce the impact of local conditions.

Third parties play a much stronger role in collective bargaining in the public sector than they do in the private sector. There is no area in the public sector where the impact of these third parties has been as great as in education. Education being a sensitive area, most government officials are extremely anxious to avoid a "situation" there, but, as some school trustees are elected every year, teachers' salaries and school taxes tend to become election issues each and every year. Many trustees welcome the chance to hand over this problem to a third party, but both teachers and trustees want to avoid the pressure created with the involvement of these third parties.

Recognizing that local conditions do exist in each of the three provinces, it may be concluded that bargaining in the educational field is no longer primarily influenced by local conditions but by various financial, labour market and institutional factors. From an economic standpoint it appears hardly worth the time, effort or cost involved for teachers and trustees at the local level to go through the collective bargaining ritual each year. What justification is there for conducting about 75 different sets of negotiations in British Columbia and Alberta and 175 different sets of negotiations in Ontario, when the results are so similar? Therefore, in the education field there are two forces presently exerting pressure upon the industrial relations system. One force results from the rapid increase in educational costs and the pressure being developed by ratepayers to shift much of this burden to provincial Governments, who now have little control over the level of these expenditures. The second pressure in the system results from the narrowing of the intraprovincial differences in the level of teachers' salaries and the weakening of any justification for locally determined salaries.

The results are twofold. First, the financial responsibility for education is shifting to the provincial Government. This, in turn, will lead to increased government involvement in determining teachers' salaries. Second, there is and will be a stronger move toward "area" or province-wide bargaining. Recent government activities in Québec, New Brunswick and Saskatchewan are obvious indicators of such a trend, and the reorganization of Ontario schools into larger school units may lead to an acceleration of this trend in that province. Similarly, the "negotiations" between the provincial Government, the teachers' union and the Trustees' Associations over the grant scale in Nova Scotia, and the emphasis that is being placed upon this scale, may lead to determination of salaries at the provincial level there. In Alberta, trustees and the teachers appear to be organizing more than ever before for salary negotiation on a zone basis. The Alberta Government's recent 6 per cent budget increase limitation also suggests more government influence in salary determination than ever before. Finally, in British Columbia, the Government's recent financial bill requiring all school board budgets to be approved by the Government could lead to extensive government involvement in salary determination. Mr. Muir concluded: "I feel ... there is a definite trend toward greater centralization of the determination of teachers' salaries in all provinces and that the provincial Government will become more and more involved in the actual salary determination process in all the provinces."

Decisions of the umpire

CUB 2946. The claimant filed for benefit on July 11, 1969, when he lost his employment as a journeyman with a rubber plant that was experiencing a shortage of work. On his claim he noted, however, that he had received vacation pay for the first of the two weeks from July 13 to July 26; the insurance officer later confirmed that this was a period of continuous general holiday at the plant.

On August 8, the claimant reported that, because of illness, he had been unable to work on July 28, but that he intended to return to his job on August 11, which he did. On August 27, he was notified that he was disqualified from receiving benefit from July 27 to August 3 inclusive because he had failed to prove that he was available for work, and because he had lost his employment "by reason of sickness." The claimant then provided a statement certifying that he had been available for work from July 11 to July 28, and he appealed to the board of referees about the disputed period.

The claimant stated in his appeal that the application for benefit, dated July 11, had been a renewal application, that he had already served his one-week waiting period in December 1968, that his vacation pay had been for the week from July 13 to July 19 only, and that he was unemployed and eligible for benefit at the end of that week. **The board agreed that these facts were correct, but it held that, because the claimant had had a contract with his employer binding him to return to work on July 28, he had been taken ill while employed and was therefore ineligible for benefit under Sec. 66 of the Unemployment Insurance Act.**

One board member dissented. He stated that the claimant had been unemployed on July 26 when he was taken ill, and that he should therefore have received benefit for the disputed week. He noted that the employee would have received benefits if he had been laid off for an indefinite period because of lack of work, or had refused a recall because he had been taken ill, or if he had already been receiving benefit but had become ill and was unable to accept employment.

In its submission to the Umpire, the claimant's union reiterated that the employee's vacation allowance had been depleted on July 19, although the plant's general holiday continued up to July 28. Therefore, the union contended, he was unemployed from July 21 onwards, and his illness began while he held that status.

The Umpire concluded that the claimant had indeed been entitled to benefit for the second week of the annual closing of the plant. A review of the established jurisprudence showed, however, that "a claimant whose employment contract provides for definite and regular periods of activity, be they for only one day a week or a few hours a day, is no longer entitled to benefit commencing on the date when he would otherwise return to work, when he becomes unable to work by reason of an injury or illness happening during a week when he is also unemployed." **He therefore ruled that the claimant had lost his employment because of illness on July 28 or 29, and he dismissed the appeal. He recommended, however, that the Unemployment Insurance Commission either look into the possibility of changing Sec. 66 of the Act, or clarify it by regulations to avoid further confusion over its interpretation.**

Unemployment insurance report

Summary Table

Activity	July 1970	June 1970	July 1969	Cumulative Data: Jan. to July 1970	Cumulative Data: 12 months ending July 1970
		(in thousands)			
Insured population at end of month	—	5,672	5,469	—	—
Initial and renewal claims filed:					
Total	148	138†	121	1,332	2,100
Initial	103	101	85	1,000	1,571
Renewal	45	38	36	332	529
Claimants currently reporting to local offices	439	442	279	591*	486*
Beneficiaries (weekly average)	278	254	156	457*	346*
Weeks compensated	1,250	1,144	779	13,592	17,804
Benefit paid	$43,854	$40,509	$24,787	$462,920	$615,815
Average weekly benefit	$35.07	$35.40	$31.83	$34.06	$34.59

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.

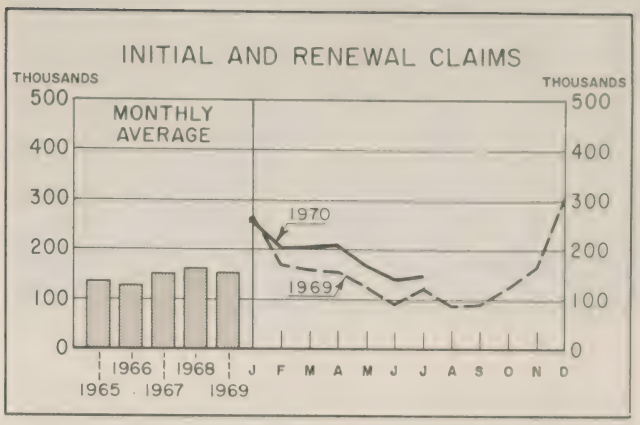
During July, 148,000 initial and renewal claims were filed in local offices across Canada. This was 10,000 more than were filed during June. All provinces except Newfoundland and British Columbia reported increases. In British Columbia there were 6,000 fewer initial claims filed, a decrease of 32 per cent. Claims compared with July 1969, increased by 28,000 or 23 per cent. Newfoundland was the only province with fewer claims filed this year.

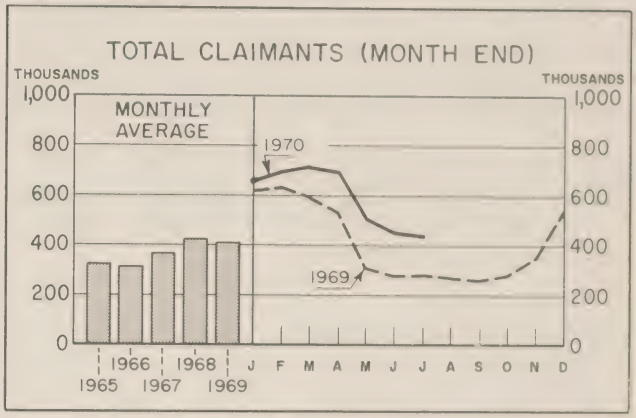
At 439,000, the count of claimants on July 31 was virtually unchanged from June 30. A decrease of 6,800 males was offset by an increase of 4,300 females. Large numeric changes occurred in Ontario, 16,000 increase; Quebec, 11,000 decrease and British Columbia, 6,000 decrease.

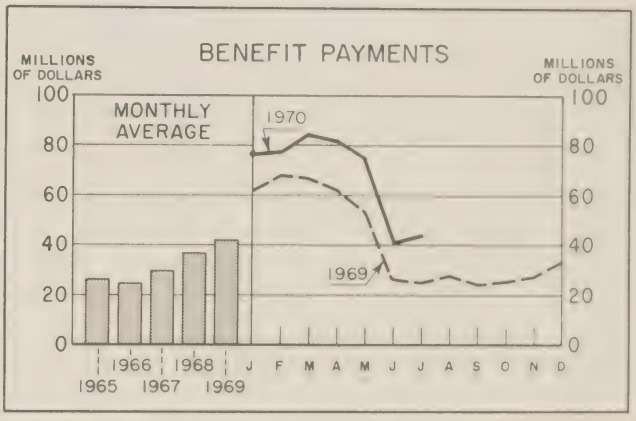
On July 31 there were 161,000 or 58 per cent more claimants than on the same date one year earlier. The number of male claimants increased by 70 per cent, females by 40 per cent. Consequently the proportion of males in the claimant population rose from 60 to 65 per cent. The proportion of claimants who were on claim for at least six months rose from 15 to 23 per cent. All provinces west of the Atlantic region shared in the year-over-year increase. In the Atlantic the size of the claimant population remained unchanged, a small increase in the number of females being offset by fewer males.

The average weekly estimate of beneficiaries in July, 278,000 was 9 per cent higher than in June and 78 per cent higher than in July 1969. Benefit payments totalled $43.9 million in July, $40.5 million in June and $24.8 million in July 1969. The average weekly benefit payment for these three months was $35.07 in July 1970, $35.40 in June 1970 and $31.83 in July 1969.

New cases of recorded unemployment totalled 70,000 during June, an increase of nearly 50 per cent over the June 1969 total. A larger claim total was reported in all provinces except Newfoundland, where a small decrease occurred. The largest numeric increases occurred in Ontario and British Columbia, each accounting for one-third of the change. The four western provinces recorded the largest proportional increases, the number of new cases of unemployment more than doubling in Alberta and British Columbia.







Conciliation before the minister of labour

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Genaire (1961) Limited, Malton, Ont., and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).

Cominco Ltd. (Con and Rycon Operations) Yellowknife, N.W.T., and United Steelworkers of America (Conciliation Officer: D. H. Cameron).

Outfitters Incorporated Limited, Cornerbrook, Nfld., and Asbestos Workers Union, Local 1612, CLC (Conciliation Officer: W. J. Gillies).

The J. P. Porter Company Limited, Dartmouth, N.S. (Marine Service Employees, Dartmouth Plant) and International Union of Marine & Shipbuilding Workers of Canada, Local 13 (Conciliation Officer: C. A. Ogden).

Canadian National Hotels Limited (Nova Scotian Hotel) Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (Conciliation Officer: R. L. Kervin).

Settlements by conciliation officers

Outfitters Incorporated Limited, Cornerbrook, Nfld., and Asbestos Workers Union, Local 1612 (Conciliation Officer: W. J. Gillies) (see above).

Parkins Construction Limited, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: D. H. Cameron) (L. G., Nov., p. 794).

Smith Transport Limited and Smith Transport (Maritime) Ltd., Saint John, N.B., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927; and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: C. A. Ogden) (L. G., Aug., p. 584).

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron) (L. G., Nov., p. 795).

Conciliation boards appointed

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service), and Seafarers' International Union of Canada (L. G., June, p. 439).

Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (L. G., Oct., p. 728).

Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (L. G., Aug., p. 584).

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (L. G., Nov., p. 794).

Halterm Limited, Halifax, N.S., and International Longshoremen's Association, Local 269 (L. G., Nov. p. 794).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in August to deal with a dispute between Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies) and General Truck Drivers Union, Local 938; Teamsters, Chauffeurs Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen, and Helpers Union, Local 10 (L. G., Nov., p. 795) was fully constituted in Septembe with the appointment of A. C. Dennis, Lakefield, Ont as chairman. Mr. Dennis was appointed by the Ministe in the absence of a joint recommendation from the othe two members of the Board, company nominee H. J Clawson, and union nominee Murray Tate, both o Toronto.

The Board of Conciliation and Investigation establishe in August to deal with a dispute between British Yuko Navigation Company Limited, Vancouver, B.C., an Canadian Brotherhood of Railway, Transport and Gen eral Workers (L. G., Nov., p. 795) was fully constitute

in September with the appointment of R. G. Clements, Vancouver, as chairman. Mr. Clements was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert A. Fulton, and union nominee Fred Mullins, both of Vancouver.

The Board of Conciliation and Investigation established in July to deal with a dispute between Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Local 31 (L. G., Oct., p. 729) was fully constituted in September with the appointment of B. W. Dysart, Victoria, B.C., as chairman. Mr. Dysart was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee W. J. Wallace, Q.C., and union nominee John Colling, both of Vancouver.

Conciliation board reports received

National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (L. G., Nov., p. 795) (Full text appears in Supplement No. 7, 1970).

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (representing Captains and Engineers) (L. G., Oct., p. 729) (Full text appears in Supplement No. 8, 1970).

Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (L. G., Oct., p. 730) (Full text appears in Supplement No. 8, 1970).

Conciliation board cancelled

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (settlement reached with the assistance of D. H. Cameron) (see above).

Settlements reached after Board procedure

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L. G., Oct., p. 730).

La Cie Transol Inc., Québec City, Qué., and Local 1141, Canadian Union of Public Employees (L. G., Oct., p. 730).

Certification before the CLRB

The Canada Labour Relations Board met for two days during September. It granted five applications for certification, rejected three, ordered two representation votes, and granted two applications for revocation of certification. One request for review of an earlier decision was granted and another was denied. During the month the Board received 12 applications for certification and permitted the withdrawal of three such applications.

Applications for certification granted

Syndicat National des employés de Radio Etchemin (CFLS) (CSN) on behalf of a unit of personnel employed at radio station CFLS by Radio Etchemin Inc., Levis, Qué. (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats by Pacific Towing Services Limited, Vancouver, B.C. (L. G., Oct., p. 732).

United Steelworkers of America, on behalf of a unit of labourer/janitors and other personnel employed at the Whiteshell Nuclear Research Establishment, Pinawa, Man. by Atomic Energy of Canada Limited, Ottawa, Ont. (L. G., Oct., p. 732).

International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yukon Territory by Devon Thread and Pipe Fitting Ltd., Devon, Alta. (L. G., Oct., p. 733).

International Association of Machinists and Aerospace Workers, on behalf of a unit of truck drivers, farm tractor operator, and clothing crib attendant employed at the Whiteshell Nuclear Research Establishment, Pinawa, Man. by Atomic Energy of Canada Limited, Ottawa, Ont. (L. G., Nov., p. 798).

Applications for certification rejected

Canadian Merchant Service Guild, applicant, and Pacific Hovercraft Ltd., Vancouver, B.C., respondent. (L. G., Sept., p. 657). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

National Association of Broadcast Employees and Technicians, applicant, and Lethbridge Television Limited (CJLH-TV), Lethbridge, Alta., respondent. (L. G., Nov., p. 796). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Atco (Western) Ltd., Calgary, Alta., respondent. (L. G., Sept., p. 659). The application was rejected because the Board is of opinion upon the information presently before it that the respondent employer and its employees are not employed upon a work, undertaking, or business to which the provisions of Part I of the Act apply.

Representation votes ordered—certification

Truckers, Cartagemen, Construction and Building Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Bekins Moving & Storage Company (Alberta) Ltd., Calgary, Alta., respondent (L. G., Aug., p. 583) (Returning Officer: A. F. Tulloch).

American Federation of Grain Millers, Local 242, applicant, and Strathroy Flour Mills Limited, Strathroy, Ont., respondent (L. G., Oct., p. 733). (Returning Officer: H. A. Fisher).

Applications for revocation granted

The Board granted an application made by George W. Mountain, et al., for revocation of an Order of Certification dated May 23, 1963, certifying the National Association of Broadcast Employees and Technicians as the bargaining agent of a unit of employees of Radio Atlantic Limited, Fredericton, N.B., employed at Radio Station CFNB. The Board's decision followed the taking of a representation vote (L. G., Oct., p. 733).

The Board granted an application made by Tony Eckert and Art Penner, for the revocation of an Order of Certification issued February 27, 1969, to Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of employees of Melchin Auto Transport Ltd., Calgary, Alta., employed at its terminals in Regina and Saskatoon in Saskatchewan. The Teamsters did not contest the application for revocation.

Request for review granted

The Board granted a request for review under Section 61(2) of the Act made jointly by the Syndicat General de la Radio (CSN), CKVL, and Radio Futura Limitée (Radio Stations CKVL-AM and CKVL-FM), Verdun, Qué. The request was for the substitution of a revised description of the bargaining unit for that contained in the Board's Order of Certification issued April 25 1966 (L. G. 1966, p. 373).

Request for review denied

The Board denied a request for review under Section 61(2) of the Act made by Edmond N. Picard, J. G. Vienneau, et al., affecting a unit of train dispatchers and crew clerks employed by the Québec North Shore and Labrador Railway Company, Sept-Iles, Qué., for

hich the United Transportation Union had been ertified by the Board as bargaining agent on September . 1969. The request sought to have the train dispatchers xcluded from the certified bargaining unit (L. G., Nov., . 798).

pplications for certification received

malgamated Meat Cutters and Butcher Workmen of Jorth America, on behalf of a unit of employees of yler Transport Limited, Acton, Ont. (Investigating)fficer: K. Hulse).

nternational Union of Operating Engineers, Local 115, n behalf of a unit of construction equipment operators nd other employees of G & G Equipment Co. Ltd., Vhitehorse, Y.T. (Investigating Officer: A. A. Franklin).

malgamated Meat Cutters and Butcher Workmen of Jorth America, Local P319, on behalf of a unit of mployees of United Grain Growers Ltd. employed in s Canwest Seed Company plant at Edmonton, Alta. Investigating Officer: A. A. Franklin).

anadian Telecommunications Union, Division No. 43, Jnited Telegraph Workers, on behalf of a unit of agents mployed at various points by Canadian National Rail-ays—Telecommunications Department, Toronto, Ont. Investigating Officer: K. Hulse).

nternational Association of Machinists and Aerospace Vorkers, on behalf of a unit of office personnel em-loyed by Québecair Inc., Dorval, Qué. (Investigating)fficer: R. Dorion).

e Syndicat des Journalistes de Montreal Inc. (CSN) n behalf of a unit of employees of Radio Laval Inc., Montreal, Qué. (Investigating Officer: R. Dorion).

. Kearns Transport Ltd. Drivers Association, on behalf f a unit of truck drivers employed by J. Kearns Trans-ort Ltd., Regina, Sask. (Investigating Officer: A. F. ulloch).

ssociation of Canadian Television and Radio Artists, n behalf of a unit of announcers and continuity writers mployed at Radio Stations CFRA and CFMO by adio Station CFRA Ltd., Ottawa, Ont. (Investigating)fficer: G. A. Plante).

Syndicat des employés de l'aviation regionale (CSN) on behalf of a unit of employees of Gagnon Air Service Ltd., Shipshaw, Qué. (Investigating Officer: R. Dorion).

Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352, Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, Cartage and Miscellaneous Employees Montreal and Vicinity, Local 931, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of sales agents employed at various locations in Canada by Pan American World Airways Inc., Toronto, Ont. (Investigating Officer: H. A. Fisher).

Rempel-Trail Transportation Employees Association, on behalf of a unit of employees of Rempel-Trail Transportation Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

United Transportation Union, on behalf of a unit of locomotive engineers employed by Ontario Northland Railway, North Bay, Ont. (Investigating Officer: H. A. Fisher).

Applications for certification withdrawn

Le Syndicat des Journalistes de Montréal Inc., (CSN), applicant, and Radio Laval Inc., Montreal, Qué., respondent (CKLM).

International Association of Machinists and Aerospace Workers, applicant, and Skycharter (A Division of Sky Charter Aircraft Sales Limited), Malton, Ont., respondent.

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Art Smith Construction Co. Ltd., Whitehorse, Y.T., respondent.

General topics

Wage schedules

During August, the Department of Labour prepared 384 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 292 contracts in these categories were awarded. In addition, 14 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

During August, the sum of $10,262.14 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 148 workers concerned.

Full text of speeches

The full text of all speeches given at the 7th annual meeting of the Canadian Industrial Relations Research Institute will appear in the first 1971 number of "Industrial Relations," a review published quarterly by the Department of Industrial Relations, Faculty of Social Sciences, Laval University, Québec.

Employment review

Employment decreased 29,000 to 8,272,000 between July and August and was 101,000, or 1.2 per cent, higher than in August 1969. The labour force decreased by 99,000 to 8,720,000, an above-average decline for the July-August period, and was 231,000 or 2.7 per cent, higher than in August 1969. Unemployment, at 448,000, was 70,000 lower than in July, a much larger reduction than usual, but was 130,000 higher than in August 1969. **The seasonally adjusted unemployment rate, at 6.7 per cent, was unchanged.**

Employment

There were reductions in employment in both the agricultural and non-agricultural sectors between July and August. Large decreases in community, business and personal services, 30,000, and in trade, 19,000, were partly offset by small increases in other non-agricultural industries.

Employment among persons under 25 years of age declined by 40,000, an unusually large reduction between July and August. For men 25 years and over, employment increased by 33,000, and for women 25 years and over it decreased 21,000.

The seasonally-adjusted level of employment declined by 12,000 to 7,859,000. The largest regional changes were a decrease of 22,000 in Québec and an increase of 16,000 in Ontario.

Unemployment

There was a large decline in unemployment, 70,000, in August, as a result of decreases in unemployment among persons aged 14-24. There were small changes in unemployment among men and women 25 years and over. Compared with August 1969, the number of unemployed persons in the age group 14-24, was 75,000 higher in August 1970. The yearly increase for persons 25 years of age and over was 55,000.

Declines in unemployment between July and August were larger than usual in all regions except the Prairies.

U.S. employment

The rate of unemployment increased to 5.5 per cent in September from 5.1 per cent in August. Included in the monthly survey were a number of students about to return to school who are not ordinarily counted, but who were included for technical reasons. The number of persons who were unemployed because they had lost their jobs—not because they had quit or had just started looking for work—rose by 100,000 to about 2.1 million.

Employment outside of agriculture recorded no further decline during the month. Stabilization of non-agricultural payrolls at 70.4 million workers in September marked the first time since April that these payrolls had not shown a decline. The unemployment rate for women 25 years of age and older rose to 4.4 per cent from 4.1, although the rate for men remained at the August level of 3 per cent. The number of persons who had been unemployed for five weeks or longer rose by more than 200,000 to a total of 2.3 million.

Unemployment insurance fund

During August, 1970, 18,342 investigations were finalized across Canada. Of these, 10,918 were on-premises investigations and 1,979 were selective investigations to verify the fulfilment of statutory conditions. The remaining 480 formal investigations and 4,965 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,365.

Prosecutions were commenced in 80 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in August totalled $58,738,246.01 compared with $56,273,965.60 in July and $52,517,666.11 in August 1969. **Benefits paid in August totalled $41,377,428.23 compared with $43,854,344.73 in July and $27,745,071.74 in August 1969.** The balance in the Fund on August 31 was $438,152,193.62 compared with $420,791,375.84 at the end of July and $438,549,532.90 on August 31, 1969.

December credits

Unemployment insurance report, p. 876, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 879, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 878, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Labour legislation in 1969-70, p. 856, was prepared by the Legislation Branch of the Department of Labour.

No one under 60 need apply, p. 855, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. Public Archives of Canada: p. 837. NFB: p. 847, 848, 849. British Information Services: p. 851, 852, 853.

Publications in the library

List No. 261

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Canada

■ **No. 1—Atlantic Development Board.** Urban centres in the Atlantic Provinces. Ottawa, 1969 lv. (various pagings).

■ **No. 2—Le Canada au seuil de l'abondance.** [Montréal, Editions] HMH [1969] 376 p. En tête du titre: Entretiens de Cerisy-la-Salle. Texte des communications présentées au colloque tenu fin juillet 1968 au Centre culturel international de Cerisy-la-Salle, France.

■ **No. 3—Higgins, Benjamin Howard.** Canada's trade policy in the second development decade, by Benjamin and Jean Higgins. [Montreal] Sponsored by the Canadian Economic Policy Committee, Private Planning Association of Canada [1970] 70 p.

■ **No. 4—Trudel, Marcel.** L'histoire du Canada; enquête sur les manuels [par] Marcel Trudel et Geneviève Jain. [Ottawa, Imprimeur de la Reine, 1969] 129 p.

Collective bargaining

■ **No. 5—Collective Bargaining Forum, New York, 1969.** Collective bargaining today; proceedings of the Collective Bargaining Forum, 1969; a conference sponsored by the Institute of Collective Bargaining and Group Relations, May 12;13, 1969, New York City. Washington, Bureau of National Affairs [c1970] xvii 503 p.

Corporations

■ **No. 6—Conference on Antitrust Issues in Today's Economy. 9th, New York, 1970.** New technologies, competition, and antitrust; consequences of multiplying company and market structures. Transcript of conference. New York, National Industrial Conference Board, 1970. 30 p.

■ **No. 7—National Industrial Conference Board.** Managing the international financial function, by Irene W Meister. New York, 1970. 122 p.

isadvantaged

No. 8—National Industrial Conference Board. Manging programs to employ the disadvantaged, by Allen . Janger and Ruth G. Shaeffer. New York, 1970. 122 .

No. 9—U.S. Department of Labor. Manpower Administration. The Neighborhood Youth Corps: a review f research. [Washington, G.P.O., 1970] 56 p. This nonograph is one of a series being published on research conducted under Title I of the Manpower Development and Training Act of 1962.

No. 10—U.S. Department of Labor. Manpower Administration. Special job creation for the hard-to-employ n Western Europe. [Washington, G.P.O., 1970] 44 p.

Employees' Representation in Management

No. 11—Combe, Maurice. L'alibi; vingt ans d'un Comité Central d'Entreprise. [Paris, Editions] Gallimard 1969] 330 p.

No. 12—Wilken, Folkert. The liberation of work; the elimination of strikes and strife in industry through associative organization of enterprise. London, Routledge & Kegan Paul [1969] 109 p.

Employment management

No. 13—McLeod, William E. Personnel management for Canadians. Toronto, Macmillan [1970] 186 p.

No. 14—National Industrial Conference Board. Company controls for drinking problems, by Stephen Habbe. New York, 1969. 124 p.

Labour organization

No. 15—Bain, George Sayers. The growth of white-collar unionism. Oxford, Clarendon Press, 1970.

No. 16—Bok, Derek Curtis. Labor and the American community, by Derek C. Bok and John T. Dunlop. New York, Simon and Schuster [1970] 542 p.

No. 17—McFarland, Alan Roberts. Union authorization cards and the NLRB; a study of congressional intent, administrative policy, and judicial review, by Alan Roberts McFarland and Wayne S. Bishop. Philadelphia, Industrial Research Unit, Wharton School of Finance and Commerce, University of Pennsylvania; distributed by University of Pennsylvania Press [1969] xvi, 96 p.

No. 18—Roberts, Geoffrey. Demarcation rules in ship-building and ship-repairing. Cambridge [Eng.] University Press, 1967. 45 p.

No. 19—van de Vall, Mark. Labor organizations; a macro- and micro-sociological analysis on a comparative basis. Cambridge, Eng., University Press, 1970. xi, 257 p. Originally published in Dutch in 1964. English edition has been entirely revised.

Labouring classes

No. 20—The Affluent worker: political attitudes and behaviour [by] John H. Goldthorpe [and others] London, Cambridge, U.P., 1968. vii, [95] p.

No. 21—Bodiguel, Jean Luc. La réduction du temps de travail, enjeu de la lutte sociale ... Paris, Editions Economie et humanisme, Editions ouvrières [1969] 319 p.

No. 22—Delehanty, John Aloysius, ed. Manpower problems and policies; full employment and opportunity for all. Scranton, Pa., International Textbook Co. [1969] 412 p.

No. 23—Slote, Alfred. Termination; the closing at Baker plant. With a foreword by Sidney Cobb. Indianapolis, Bobbs-Merrill [1969] 340 p.

Municipal government

No. 24—Canadian Tax Foundation. Regional government. [Toronto] 1970. 10 p.

■ **No. 25—Committee for Economic Development.** Reshaping government in metropolitan areas; a statement on national policy, by the Research and Policy Committee of the Committee for Economic Development, February 1970. [New York, 1970] 83 p.

Physicians

■ **No. 26—Canada. Department of National Health and Welfare. Research and Statistical Directorate.** Earnings of physicians in Canada, 1958-1968. [Ottawa, 1970] 40 p.

Public employees

■ **No. 27—California. University. Institute of Industrial Relations.** Management's response to public employee organizations, by James Marshall. Berkeley, 1970. 53 p.

■ **No. 28—Cole, Stephen.** The unionization of teachers; a case study of the UFT. New York, Praeger [1969] 245 p.

■ **No. 29—Ocheltree, Keith, ed.** Perspective in public employee negotiation. Chicago, Public Personnel Association [c1969] 98 p.

Technology

■ **No. 30—Landes, David Saul.** The unbound Prometheus: technological change and industrial development in Western Europe from 1750 to the present. London, Cambridge U.P., 1969. 566 p.

Unemployment

■ **No. 31—Clague, Ewan.** Unemployment: past, present, and future. Washington, American Enterprise Institute for Public Policy Research [1969] 45 p.

■ **No. 32—National Industrial Conference Board.** Factors moderating unemployment abroad, by David Bauer. New York, 1970. 43 p.

Wages and hours

■ **No. 33—Great Britain. National Board for Prices and Incomes.** Pay and conditions of industrial civil servants. London, H.M.S.O., 1970 [103] p.

■ **No. 34—U.S. Bureau of Labor Statistics.** National survey of professional, administrative, technical, and clerical pay, June 1969; accountants and auditors, attorneys, personnel management, buyers, engineers and chemists, engineering technicians, draftsmen, office clerical. Washington [G.P.O., 1970] 79 p.

Women

■ **No. 35—Colon, Clara.** Enter fighting: today's woman; a Marxist-Leninist view. New York, New Outlook Publishers, 1970. 95 p.

Miscellaneous

■ **No. 36—National Conference of Chairmen of Productivity Groups, Canberra, 1969.** Proceedings, Canberra 22 September 1969. [Canberra, G.P.O., 1969] 31 p.

■ **No. 37—U.S. Department of Commerce. Office of Business Economics.** Input-output structure of the U.S. economy: 1963. [Washington, G.P.O., 1970] 3v. Contents:- v.1 Transactions data for detailed industries. v.2. Direct requirements for detailed industries. v.3. Total requirements for detailed industries.

■ **No. 38—U.S. Small Business Administration.** Starting and managing a retail flower shop, by Paul R. Krone. Washington [G.P.O., 1970] 121 p.

■ **No. 39—Whitworth, Frederick E.** Wanted, a rationale for R & D in vocational-technical education and the industrial arts. Ottawa, Canadian Council for Research in Education [1970?] 26 p.

■ **No. 40—Wonnacott, Thomas Herbert.** Introductory statistics [by] Thomas H. Wonnacott [and] Ronald J. Wonnacott. New York, Wiley [1969] 403 p.

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 18, 1970		8,819	+ 1.6	+ 3.1
Employed		8,301	+ 1.9	+ 1.2
Agriculture		619	+ 8.8	− 3.9
Non-agriculture		7,682	+ 1.4	+ 1.7
Paid workers		7,181	+ 1.9	+ 1.8
At work 35 hours or more		5,767	− 12.4	− 2.2
At work less than 35 hours		1,168	− 5.9	+ 19.7
Employed but not at work		1,367	+319.3	+ 2.7
Unemployed		518	− 2.1	+ 48.4
Atlantic		48	+ 26.3	+ 14.3
Québec		184	− 2.1	+ 32.4
Ontario		153	− 3.2	+ 59.4
Prairie		57	− 1.7	+ 50.0
British Columbia		76	− 12.6	+123.5
Without work and seeking work		490	− 3.4	+ 48.9
On temporary layoff up to 30 days		27	+ 17.4	+ 35.0
INDUSTRIAL EMPLOYMENT (1961 = 100)†	July	128.4	− 1.0	− 0.5
Manufacturing employment (1961 = 100)†	July	122.9	− 1.9	− 1.9
IMMIGRATION	1st 6 mos. 1970	70,835	—	− 0.4
Destined to the labour force	1st 6 mos. 1970	37,917	—	− 0.1
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	111	− 6.7	− 5.1
No. of workers involved	August	70,835	− 27.7	− 5.2
Duration in man days	August	675,320	− 41.5	− 42.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	July	$126.80	− 0.2	+ 7.3
Average hourly earnings (mfg.)†	July	$ 3.00	− 0.7	+ 8.3
Average weekly hours paid†	July	39.5	− 1.5	− 1.0
Average weekly wages (mfg.)†	July	$118.26	− 2.7	+ 7.0
Consumer price index (1961 = 100)	July	130.5	+ 0.5	+ 3.2
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	June	124.4	+ 0.5	+ 4.7
Total labour income (Millions of dollars)†	July	3,958	− 0.9	+ 9.2
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	July	170.2	− 0.6	+ 2.2
Manufacturing	July	165.9	− 1.0	− 1.8
Durables	July	181.6	− 1.8	− 4.1
Non-durables	July	153.2	—	+ 0.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	July	13,873	+ 19.7	− 7.9
Completions	July	10,203	+ 25.8	− 24.1
Under construction	July	101,753	+ 3.2	− 13.3

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended July 18, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C
			(in thousands)			
THE LABOUR FORCE	8,819	713	2,455	3,269	1,463	91
Men	6,020	499	1,702	2,197	1,001	62
Women	2,799	214	753	1,072	462	29
14-19 years	1,219	110	330	421	232	12
20-24 years	1,387	142	429	464	221	13
25-44 years	3,557	246	1,025	1,359	547	38
45-64 years	2,450	200	620	948	421	26
65 years and over	207	16	52	77	42	2
EMPLOYED	8,301	665	2,271	3,116	1,406	84
Men	5,649	462	1,567	2,093	962	56
Women	2,652	203	704	1,023	444	27
Agriculture	619	34	132	157	260	3
Non-agriculture	7,682	631	2,139	2,959	1,146	80
Paid Workers	7,181	582	1,967	2,795	1,093	74
Men	4,760	397	1,338	1,840	694	49
Women	2,421	185	629	955	399	25
UNEMPLOYED	518	48	184	153	57	7
Men	371	37	135	104	39	5
Women	147	11	49	49	18	2
PERSONS NOT IN LABOUR FORCE	6,211	671	1,835	2,132	957	61
Men	1,428	187	414	468	217	14
Women	4,783	484	1,421	1,664	740	47

*Less than 10,000. Source: Labour Force Survey, DBS.

able A-2—Age, Sex and Marital Status, Week Ended July 18, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
OPULATION 14 YEARS OF AGE AND OVER*	15,030	2,490	4,213	1,242	4,321	1,191	1,572
ABOUR FORCE	8,819	1,219	4,041	1,098	1,436	819	207
Employed	8,301	1,037	3,899	984	1,395	786	200
Unemployed	518	182	142	113	41	33	**
IOT IN LABOUR FORCE	6,211	1,271	172	145	2,885	372	1,365
ARTICIPATION RATE†							
1970 July 18	58.7	49.0	95.9	88.4	33.2	68.8	13.2
June 20	57.8	40.9	96.1	87.7	34.6	70.0	13.4
NEMPLOYMENT RATE‡							
1970 July 18	5.9	14.9	3.5	10.3	2.9	4.0	**
June 20	6.1	17.7	3.6	11.7	2.6	4.4	**

Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
The labour force as a percentage of the population of 14 years of age and over.
The unemployed as a percentage of the labour force.
* Less than 10,000 unemployed.
ource: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended July 18, 1970

	July 1970	June 1970	July 1969
	(in thousands)		
OTAL UNEMPLOYED	518	529	349
On temporary layoff up to 30 days	27	23	20
Without work and seeking work	490	507	329
Seeking:			
Full-time work	442	462	304
Part-time work	48	44	25
Under 1 month	128	187	102
1-3 months	205	157	131
4-6 months	69	75	35
More than 6 months	88	88	61

ource: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	Monthly Totals								
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,18
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,90
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,27
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,49
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,20
1969—July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.
February*	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.
March*	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.
April*	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.
May*	92.3	988.0	406.5	32.5	254.4	494.9	1,352.2	211.2	3,865.
June†	94.5	1,014.1	414.7	38.5	295.3	505.2	1,383.2	207.2	3,992.
July‡	94.9	998.3	419.6	40.0	290.8	495.0	1,365.8	206.3	3,958.
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,18
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,90
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,27
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,49
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,20
1969—July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.
1970—January*	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.
February*	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.
March*	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.
April*	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.
May*	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,842.
June†	92.7	1,000.4	405.0	35.0	270.7	494.4	1,364.8	201.3	3,897.
July‡	93.5	1,000.3	406.7	33.7	258.8	487.8	1,362.3	199.9	3,875.

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in th remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are base on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1970 employers in the principal non-agricultural industries reported a total employment of 3,842,512. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969	126.9	150.3	117.63	125.2	150.7	122.93
1969—June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April	124.5	160.4	125.53	122.2	161.2	131.43
May*	126.7	161.0	126.07	122.8	162.3	132.39
June†	129.6	162.5	127.17	125.3	163.6	133.40

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1970	May 1970	June 1969	June 1970	May 1970	Jun 19
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	122.9	117.7	124.0	106.08	105.00	96.5
Newfoundland	128.6	118.6	122.3	116.92	115.75	104.8
Prince Edward Island	138.8	132.3	142.7	83.05	82.39	78.6
Nova Scotia	116.4	114.2	122.7	104.77	104.04	95.0
New Brunswick	125.5	119.9	124.9	102.63	101.46	94.9
Québec	122.2	119.0	122.8	122.32	121.71	114.1
Ontario	133.9	132.0	134.4	132.70	131.24	121.5
Prairie Region	128.8	125.7	129.7	121.64	120.71	113.3
Manitoba	120.2	117.6	120.6	116.63	115.32	108.8
Saskatchewan	116.4	112.5	122.0	114.54	114.60	108.3
Alberta	141.1	138.0	140.5	127.63	126.63	118.3
British Columbia	139.2	134.8	140.1	137.37	135.79	129.3
CANADA	129.6	126.7	130.2	127.17	126.07	117.6
URBAN AREAS						
St. John's	137.5	133.5	140.5	101.66	99.53	95.2
Halifax	122.0	119.5	121.7	106.74	106.23	98.3
Sydney	92.0	91.1	91.8	106.07	106.22	101.5
Moncton	136.6	133.0	129.0	100.83	99.43	92.7
Saint John	114.4	114.6	114.3	106.28	104.04	98.2
Chicoutimi	116.0	113.4	114.2	143.25	142.05	138.4
Montreal	123.2	121.5	125.4	126.16	125.34	115.8
Québec	125.1	122.0	115.0	109.01	108.84	98.6
Shawinigan	99.2	96.9	95.3	125.37	124.75	121.2
Sherbrooke	114.4	109.9	118.7	108.17	107.75	98.2
Trois-Rivières	117.8	108.9	117.3	120.08	117.94	107.6
Ottawa-Hull	143.3	141.9	140.0	119.66	118.01	110.0
Belleville	126.7	124.9	126.8	112.08	110.07	103.3
Brampton	293.6	291.3	287.7	130.25	127.59	119.0
Brantford	132.5	132.1	140.7	117.54	117.28	112.3
Thunder Bay	127.6	124.6	128.5	124.97	121.05	119.6
Guelph	145.8	144.2	144.9	121.32	120.95	110.1
Hamilton	126.0	122.8	126.1	135.00	134.72	122.5
Kingston	127.6	126.9	133.9	120.21	120.20	116.4
Kitchener	155.1	153.3	158.0	118.78	116.46	108.4
London	127.7	125.5	127.3	122.79	121.91	114.6
Niagara Falls	120.8	114.4	119.4	117.40	116.43	111.9
Oshawa	134.2	138.5	144.6	152.05	146.89	136.3
Peterborough	143.1	140.4	144.2	131.92	131.22	122.6
Sarnia	138.4	138.2	143.9	165.08	162.57	153.9
Sault Ste. Marie	127.4	124.7	128.5	145.77	144.25	134.7
Sudbury	132.6	131.7	126.8	155.17	156.43	139.3
St. Catharines	137.4	143.7	143.6	144.21	140.77	130.9
Timmins	75.8	72.1	76.1	116.14	116.25	105.3
Toronto	136.9	135.7	136.3	134.95	133.47	122.9
Welland	120.7	117.9	115.3	149.02	147.03	140.5
Windsor	150.4	147.5	150.2	160.21	155.90	136.2
Winnipeg	123.6	121.3	123.1	109.80	108.41	101.4
Regina	120.7	116.1	128.0	112.10	110.97	103.5
Saskatoon	135.8	131.5	144.6	108.82	109.94	102.6
Calgary	150.4	147.7	151.2	126.09	125.90	117.7
Edmonton	150.3	147.4	147.4	123.26	121.32	112.7
Vancouver	138.6	137.4	139.8	133.86	132.25	125.9
Victoria	129.2	127.6	135.7	116.58	116.20	113.8

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

able C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
				Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
							(in thousands)						
Canada													
June	1970*	—	127.1	867.8	795.3	369.4	—	1,090.4	304.7	1,194.5	706.2	456.6	6,637.4
May	1970*	58.2	129.0	860.0	800.5	356.4	662.3	1,133.8	310.3	1,194.5	763.5	449.6	6,710.0
June	1969†	79.2	124.2	894.4	844.0	390.6	682.3	1,071.3	301.9	1,128.5	726.2	422.9	6,665.5
NEWFOUNDLAND													
May	1970*	1.3	6.0	11.5	1.8	7.0	13.7	18.2	2.2	22.0	8.7	8.5	101.0
April	1970*	1.1	5.8	9.9	1.7	6.0	13.4	16.8	2.2	22.0	8.2	8.1	95.4
May	1969†	1.1	5.0	10.5	1.7	8.6	13.8	17.4	2.2	21.7	8.5	8.1	98.5
PRINCE EDWARD ISLAND													
May	1970*	0.1	—	2.2	0.4	1.5	2.9	4.4	0.6	6.1	2.0	2.4	22.6
April	1970*	0.1	—	1.7	0.3	1.2	2.8	4.0	0.6	5.1	1.7	2.3	19.7
May	1969†	—	—	2.4	0.4	1.5	2.8	4.6	0.6	5.9	1.8	2.1	22.1
NOVA SCOTIA													
May	1970*	2.4	5.5	18.4	14.4	16.2	19.9	36.6	7.2	46.1	17.2	22.6	206.7
April	1970*	1.9	5.4	17.3	13.9	14.7	19.5	32.6	7.1	44.2	15.3	20.7	192.5
May	1969†	2.8	5.8	18.6	14.6	14.0	23.1	32.6	7.0	41.4	16.4	20.4	196.7
NEW BRUNSWICK													
May	1970*	4.3	2.5	19.9	9.9	10.0	21.7	26.9	4.7	32.3	13.1	12.8	158.2
April	1970*	2.5	2.4	17.6	9.8	9.3	21.2	26.5	4.7	33.2	11.3	12.3	150.8
May	1969†	5.2	2.4	20.3	11.0	10.2	20.7	25.7	4.6	32.2	10.9	12.0	155.1
QUÉBEC													
May	1970*	16.5	25.6	322.2	197.6	78.8	182.7	279.5	86.2	328.5	193.3	101.1	1,812.0
April	1970*	8.5	24.8	321.0	194.6	74.2	176.1	263.2	84.6	329.7	179.9	101.6	1,758.2
May	1969†	19.6	22.6	325.5	199.4	74.8	184.1	258.7	83.6	307.5	173.2	84.0	1,733.0
ONTARIO													
May	1970*	9.4	36.7	369.6	453.4	154.9	219.4	461.1	135.9	443.9	310.3	179.9	2,782.6
April	1970*	7.7	35.2	366.9	453.1	141.9	215.8	432.5	131.1	442.7	286.5	173.6	2,687.0
May	1969†	9.6	36.2	375.2	471.5	146.5	217.5	424.7	129.6	414.0	278.7	169.1	2,672.4
MANITOBA													
May	1970*	0.7	8.1	28.5	23.2	15.1	44.4	56.5	13.6	54.7	35.1	20.7	300.7
April	1970*	0.7	8.0	27.9	22.2	14.0	43.5	54.7	13.5	53.2	32.7	19.8	290.5
May	1969†	0.9	7.1	28.7	21.6	16.8	45.9	54.9	13.5	52.2	33.2	19.7	294.6
SASKATCHEWAN													
May	1970*	0.6	5.7	10.1	5.2	9.0	25.0	37.0	8.0	49.6	19.6	19.2	188.9
April	1970*	0.4	5.5	9.9	5.0	6.9	24.1	36.8	8.0	50.6	19.7	17.9	184.8
May	1969†	0.4	5.3	10.3	5.6	13.6	26.3	39.9	8.7	46.8	21.3	18.8	197.1
ALBERTA													
May	1970*	1.5	23.3	28.4	26.3	39.6	51.9	90.8	19.9	101.5	66.4	36.2	485.6
April	1970*	1.4	22.6	27.7	25.9	35.5	50.6	86.3	19.6	101.3	61.0	33.9	465.9
May	1969†	1.9	21.3	27.8	26.3	39.3	52.7	84.7	18.4	97.2	59.1	32.4	461.0
BRITISH COLUMBIA													
May	1970*	16.1	12.1	51.4	73.5	33.1	82.3	116.5	31.8	109.6	88.1	31.5	646.9
April	1970*	18.9	11.5	52.8	77.6	34.3	82.3	117.0	31.3	108.8	85.9	40.7	661.2
May	1969†	22.6	10.3	53.1	78.5	38.0	82.5	108.2	30.3	109.2	82.0	40.0	654.6

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations and private households.

** Includes health services (except hospitals); motion picture and recreational services, services to business management, personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	119.3	115.9	111.7	161.32	162.35	145.62
Metals	111.2	108.1	102.9	163.57	164.62	143 58
Mineral fuels	110.4	110.3	103.1	168.25	168.45	160.59
Non-metals except fuels	141.5	136.8	128.7	144.72	145.96	130.09
Quarries and sand pits	116.5	105.4	114.5	139.82	140.02	134.97
Services incidental to mining	167.8	159.2	167.3	165.49	166.94	151.61
MANUFACTURING	125.3	122.8	128.9	133.40	132.39	122.63
Durable goods	135.0	133.2	141.1	143.97	142.27	131.75
Non-durable goods	117.5	114.4	119.0	123.56	123.07	113.86
Food and beverages	114.3	109.2	114.8	118.82	118.59	108.51
Foods	113.6	108.4	113.8	114.36	114.59	104.57
Beverages	118.9	113.8	120.5	145.73	142.66	131.97
Tobacco processing and products	85.7	91.7	90.8	154.47	148.41	132.53
Rubber products	110.4	108.7	127.6	138.94	139.83	125.67
Leather products	91.3	88.5	102.5	87.50	86.47	79.72
Textile products	115.9	112.5	123.2	110.37	111.61	101.11
Knitting mills	112.6	113.5	119.1	82.99	83.15	77.62
Clothing	110.3	108.0	110.0	80.66	81.34	74.64
Wood products	110.2	101.6	118.0	116.43	115.13	109.41
Furniture and fixtures	126.8	124.2	136.0	107.51	106.70	99.87
Paper and allied industries	126.2	120.1	125.4	151.59	148.72	142.62
Printing, publishing and allied industries	119.0	118.0	116.3	137.65	136.15	129.05
Primary metal industries	134.6	132.7	134.4	156.32	158.80	145.85
Metal fabricating industries	136.7	134.4	138.4	142.61	139.19	128.66
Machinery, except electrical	149.8	146.1	152.8	152.21	151.75	138.56
Transportation equipment	145.1	149.7	158.4	161.62	155.72	144.67
Electrical products	144.6	143.9	153.7	136.38	134.22	125.32
Non-metallic mineral products	117.5	114.4	122.1	142.06	140.18	132.91
Petroleum and coal products	109.8	108.2	106.9	188.45	192.94	177.33
Chemicals and chemical products	123.8	123.3	123.1	149.43	148.97	138.73
Miscellaneous manufacturing industries	151.6	150.3	149.9	114.33	114.13	104.35
CONSTRUCTION	119.8	112.4	121.6	167.15	166.38	147.80
Building	125.3	120.8	126.8	165.74	167.44	144.83
Engineering	110.5	98.0	112.5	168.64	164.12	153.33
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	114.3	112.4	115.2	142.28	141.86	131.18
Transportation	108.9	106.8	111.9	140.99	139.47	129.73
Storage	113.1	111.1	112.9	129.19	128.39	116.55
Communication	124.8	123.8	120.4	133.84	136.30	126.91
TRADE	139.1	138.4	136.6	102.07	100.11	95.00
Wholesale trade	133.5	132.5	130.0	127.35	126.53	118.29
Retail trade	142.1	141.7	140.2	89.05	86.56	83.12
FINANCE, INSURANCE AND REAL ESTATE	144.9	143.6	139.7	120.24	119.60	115.98
Financial institutions	149.4	148.3	144.1	116.02	116.22	113.94
Insurance and real estate	138.9	137.3	133.8	126.35	124.52	118.95
SERVICE	183.8	179.3	178.5	90.52	89.68	84.22
Recreational services	180.1	167.3	180.1	83.36	83.17	80.17
Business services	196.3	192.6	192.2	144.24	141.73	129.67
Personal services	167.2	163.6	162.8	66.62	66.01	63.05
Miscellaneous services	225.0	223.0	211.8	91.18	90.99	86.92
INDUSTRIAL COMPOSITE	129.6	126.7	130.2	127.17	126.07	117.61

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969	June 1970	May 1970	June 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	40.5	40.6	40.8	3.66	3.72	3.25	148.14	151.17	132.87
Metals	40.2	40.4	39.7	3.78	3.85	3.35	152.15	155.56	133.21
Mineral fuels	37.6	38.9	42.2	3.55	3.52	2.95	133.48	137.05	124.76
Non-metals, except fuels	41.5	41.3	40.8	3.28	3.35	3.02	136.11	138.19	123.38
Quarries and sand pits	45.6	45.6	47.9	2.99	2.98	2.79	136.33	135.78	133.60
Services incidental to mining	40.9	40.7	42.0	3.94	4.07	3.54	161.34	165.35	148.66
MANUFACTURING	40.1	40.0	40.2	3.02	2.99	2.78	120.87	119.69	111.83
Durable goods	40.6	40.3	40.7	3.27	3.24	2.99	132.56	130.64	121.75
Non-durable goods	39.6	39.7	39.6	2.77	2.74	2.57	109.55	108.91	101.76
Food and beverages	40.2	40.0	40.1	2.65	2.67	2.45	106.72	106.65	98.31
Foods	40.1	39.9	39.9	2.56	2.58	2.37	102.48	102.91	94.54
Beverages	41.4	40.3	41.4	3.33	3.33	3.05	138.06	134.14	126.40
Tobacco processing and products	38.0	39.0	37.0	3.69	3 47	3.21	140.56	135.27	118.82
Rubber products	41.4	41.3	40.5	3.14	3.20	2.88	130.09	132.10	116.65
Leather products	38.4	38.0	38.0	2.04	2.03	1.91	78.50	77.08	72.64
Textile products	40.2	40.9	40.8	2.39	2.38	2.19	96.06	97.16	89.15
Miscellaneous textiles	41.7	40.7	38.8	2.65	2.59	2.27	110.63	105.64	88.12
Knitting mills	39.4	40.1	40.1	1.83	1.80	1.71	72.14	72.36	68.66
Clothing	36.0	36.7	36.1	1.99	1.97	1.88	71.68	72.32	67.69
Wood products	38.5	38.2	39.0	2.83	2.80	2.66	109.06	107.11	103.90
Furniture and fixtures	40.0	40.3	41.3	2.42	2.39	2.21	96.93	96.50	91.08
Paper and allied industries	40.9	40.8	41.1	3.48	3.40	3.28	142.43	138.79	134.69
Pulp and Paper mills	41.1	40.9	41.4	3.75	3.68	3.58	154.31	150.44	147.94
Printing, publishing and allied industries	37.3	37.4	38.2	3.56	3.50	3.32	132.93	130.72	127.09
Primary metal industries	40.5	41.0	41.1	3.60	3.64	3.33	146.04	149.16	137.11
Iron and steel mills	40.2	41.0	40.7	3.80	3.83	3.41	152.59	157.29	139.07
Metal fabricating industries	41 2	40.5	41.1	3.27	3.23	2.95	134.80	131.09	121.31
Machinery, except electrical	40.9	40.8	40.8	3.40	3.34	3.14	139.03	136.48	128.21
Transportation equipment	41.5	40.8	40.4	3.64	3.55	3.30	150.78	144.87	133.13
Aircraft and parts	40.4	40.1	40.7	3.48	3.42	3.36	140.51	137.18	136.66
Motor vehicles	41.8	41.0	40.0	3.83	3.69	3.39	160.08	151.39	135.61
Assembling	42.6	42.3	40.7	4.28	4.03	3.69	181.98	170.57	150.38
Parts and accessories	41.6	40.2	38.9	3.56	3.51	3.21	147.80	140.97	124.87
Shipbuilding and repairing	40.2	39.7	41.2	3.46	3.49	3.24	139.30	138.36	133.30
Electrical products	39.4	39.0	40.1	2.97	2.93	2.71	116.96	114.41	108.71
Communications equipment	38.4	39.1	40.0	2.86	2.82	2.58	110.09	110.50	103.21
Non-metallic mineral products	42.8	42.0	43.4	3.13	3.12	2.96	133.80	131.19	128.73
Petroleum and coal products	41.5	43.4	43.4	4.13	4.25	3.74	171.41	184.11	162.36
Chemical and chemical products	41.3	41.1	40.9	3.17	3.19	2.97	130.91	130.89	121.25
Miscellaneous manufacturing industries	40.0	40.4	39.9	2.41	2.40	2.24	96.47	97.06	89.39
CONSTRUCTION	40.5	40.0	40.0	4.09	4.14	3.62	165.55	165.47	144.78
Building	38.4	38.5	37.8	4.27	4.31	3.74	163.96	165.90	141.52
General contractors	39.6	39.2	38.8	4.04	4.10	3.59	159.72	160.52	139.25
Special trade contractors	37.6	38.0	37.1	4.44	4.47	3.86	166.99	169.66	143.30
Engineering	44.5	43.2	44.0	3.79	3.81	3.43	168.66	164.53	150.99
Highways, bridges and streets	45.8	44.0	45.9	3.21	3.19	2.98	147.16	140.29	137.05
Other engineering	43.1	42.5	41.9	4.47	4.45	3.95	192.36	188.85	165.48
OTHER INDUSTRIES									
Urban transit	43.7	43.4	41.6	3.60	3.53	3.38	157.31	153.14	140.72
Highway and bridge maintenance	37.1	36.9	40.1	2.60	2.62	2.51	96.36	96.54	100.60
Laundries, cleaners and pressers	37.3	37.5	37.7	1.75	1.74	1.64	65.33	65.27	61.74
Hotels, restaurants and taverns	32.1	31.9	32.5	1.73	1.72	1.63	55.45	54.95	52.81

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	196 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.
1965	41.0	2.12	86.94	116.8	108.
1966	40.8	2.25	91.65	123.1	110.
1967	40.3	2.40	96.84	130.1	112.
1968	40.3	2.58	104.00	139.7	116.
1969	40.0	2.79	111.72	150.1	119.
Last Pay Period in					
1969—June	40.2	2.78	111.83	150.2	118.
July	39.9	2.77	110.57	148.5	117.
August	40.1	2.78	111.37	149.6	118.
September	40.7	2.82	114.89	154.3	121.
October	40.4	2.84	114.87	154.3	121.
November	40.4	2.88	116.18	156.1	122.
December	37.2	2.92	108.68	146.0	113.
1970—January	39.8	2.92	116.30	156.2	121.
February	40.0	2.93	117.36	157.6	122.
March	39.5	2.96	117.14	157.3	121.
April	39.8	2.99	118.84	159.6	123.
May*	40.0	2.99	119.69	160.8	123.
June†	40.1	3.02	120.87	162.4	124.

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by th Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	June 1970	May 1970	June 1969	June 1970	May 1970	Jun 196
				$	$	$
Newfoundland	43.1	42.4	45.3	2.36	2.42	2.1
Nova Scotia	39.8	39.9	40.6	2.43	2.45	2.1
New Brunswick	41.5	41.1	41.0	2.33	2.35	2.2
Québec	40.6	40.7	40.4	2.69	2.67	2.5
Ontario	40.3	40.1	40.3	3.20	3.18	2.9
Manitoba	39.5	39.4	39.9	2.72	2.70	2.4
Saskatchewan	40.4	39.9	39.7	3.12	3.15	2.8
Alberta	39.5	39.6	39.8	3.19	3.19	2.8
British Columbia	36.2	36.2	37.5	3.71	3.67	3.4

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid unde insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

—Unemployment Insurance

iemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact :h the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment surance and Manpower Section, DBS, from information supplied by the UIC. The sourc for Tables E-1 to E-4 is The Statistical port on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For f :ther information regarding the nature of data see Technical Note, page 503, July 1970 issue.

able E-1—Estimates of the Insured Population nder the Unemployment Insurance Act

d of	Total	Employed	Claimants
70—June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900

Table E-4—Benefit Payments, by Province, July 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	24,545	827,612
Prince Edward Island	3,606	109,808
Nova Scotia	39,560	1,266,879
New Brunswick	30,108	951,253
Québec	363,135	12,434,772
Ontario	479,167	16,795,354
Manitoba	40,991	1,321,496
Saskatchewan	28,561	953,501
Alberta	60,028	2,098,498
British Columbia	180,674	7,095,172
Total, Canada July 1970	1,250,375	43,854,345
Total, Canada, June 1970	1,144,371	40,509,358
Total, Canada, July 1969	778,677	24,787,402

able E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

rovince	July 1970			July 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
anada	148,431	103,094	45,337	120,888	84,957	35,931
ewfoundland	2,185	1,726	459	2,561	2,050	511
rince Edward Island	529	425	104	400	297	103
ova Scotia	4,075	2,920	1,155	3,421	2,577	844
ew Brunswick	3,530	2,613	917	3,288	2,452	836
uébec	40,902	28,629	12,273	34,537	24,355	10,182
ntario	63,773	43,612	20,161	57,033	38,767	18,266
anitoba	3,820	3,026	794	2,766	2,192	574
askatchewan	2,524	1,928	596	2,114	1,540	574
lberta	7,682	5,560	2,122	3,763	2,686	1,077
ritish Columbia	19,411	12,655	6,756	11,005	8,041	2,964

In addition, revised claims received numbered 42,634.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants July 31 196
Canada	439,368	131,487	119,099	88,530	100,252	278,61
Male	282,834	93,018	76,482	55,692	57,642	167,75
Female	156,534	38,469	42,617	32,838	42,610	110,86
NEWFOUNDLAND	8,440	2,903	2,222	1,987	1,328	8,97
Male	6,389	1,980	1,853	1,597	959	7,05
Female	2,051	923	369	390	369	1,91
PRINCE EDWARD ISLAND	1,039	173	280	173	413	97
Male	682	109	198	102	273	62
Female	357	64	82	71	140	35
NOVA SCOTIA	10,977	2,192	2,962	2,858	2,965	11,44
Male	7,274	1,600	2,110	1,673	1,891	8,19
Female	3,703	592	852	1,185	1,074	3,25
NEW BRUNSWICK	10,409	3,088	2,394	2,221	2,706	9,42
Male	6,940	2,151	1,735	1,458	1,596	6,04
Female	3,469	937	659	763	1,110	3,38
QUÉBEC	127,675	26,257	33,653	29,726	38,039	85,88
Male	81,897	18,017	21,293	19,655	22,932	53,83
Female	45,778	8,240	12,360	10,071	15,107	32,04
ONTARIO	175,508	60,666	44,847	27,689	42,306	109,84
Male	107,387	42,955	25,773	16,108	22,551	63,85
Female	68,121	17,711	19,074	11,581	19,755	45,99
MANITOBA	11,664	3,595	3,266	2,868	1,935	8,25
Male	7,019	2,527	1,965	1,474	1,053	4,16
Female	4,645	1,068	1,301	1,394	882	4,08
SASKATCHEWAN	8,524	1,769	1,523	2,184	3,048	6,04
Male	5,282	1,056	1,004	1,373	1,849	3,36
Female	3,242	713	519	811	1,199	2,67
ALBERTA	20,400	8,603	5,712	4,637	1,448	9,75
Male	12,949	5,697	3,626	2,849	777	5,10
Female	7,451	2,906	2,086	1,788	671	4,64
BRITISH COLUMBIA	64,732	22,241	22,240	14,187	6,064	28,01
Male	47,015	16,926	16,925	9,403	3,761	15,50
Female	17,717	5,315	5,315	4,784	2,303	12,51

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

—Prices

able F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
				(1961 = 100)				
965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
969—August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
				(1949 = 100)				
August	168.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—August, 1970

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Re-crea-tion and Reading	Tobacco and Alco-hol
	Aug. 70	July 70	Aug. 69							
					(1961 = 100)					
St. John's, Nfld.	122.6	122.3	120.6	124.7	115.2	129.4	116.4	132.6	112.4	143.9
Halifax	125.3	125.2	121.4	133.0	118.5	123.3	118.8	142.6	129.8	127.6
Saint John	124.0	123.8	121.6	130.9	115.5	128.6	120.8	134.7	130.1	126.3
Montreal	124.8	125.3	123.2	128.0	117.1	123.2	125.8	132.0	139.6	128.2
Ottawa	128.0	128.5	124.3	131.8	120.5	127.6	126.2	143.3	136.6	132.2
Toronto	127.7	127.8	125.8	129.3	121.4	129.2	131.8	140.9	127.4	130.3
Winnipeg	127.4	127.3	123.9	132.1	115.3	135.1	128.8	146.7	135.0	128.7
Saskatoon-Regina	122.4	122.4	120.7	130.2	114.2	127.8	117.0	128.1	129.1	122.1
Edmonton-Calgary	125.7	125.5	122.4	130.5	118.9	126.4	121.2	144.0	134.3	124.1
Vancouver	123.4	123.6	120.1	128.8	117.8	127.0	122.5	134.7	123.7	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department o Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tabl in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all worke reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the wor stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Yea			
		Strikes and Lockouts	Workers Involved	Duration in Man-Day: Man-Days	Per cent o Estimate Workin Tim
1965	478	501	171,870	2,349,870	0.1
1966	582	617	411,459	5,178,170	0.3
1967	498	522	252,018	3,974,760	0.2
1968	559	582	223,562	5,082,730	0.3
1969	566	595	306,799	8,057,060	0.4
*1969—September	29	96	61,497	1,126,750	0.8
October	37	112	73,930	1,112,570	0.7
November	33	90	49,404	402,010	0.2
December	19	67	11,719	138,290	0.1
*1970—January	17	57	8,428	102,840	0.0
February	34	70	13,551	120,990	0.0
March	31	68	16,619	166,060	0.1
April	52	97	50,469	633,900	0.4
May	54	101	88,938	1,263,830	0.9
June	23	94	72,736	1,112,920	0.7
July	52	119	98,037	1,153,680	0.7
August	38	111	70,835	675,320	0.4
September	26	73	45,437	637,850	0.4

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, September 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	80	480
Manufacturing	15	46	42,736	604,690
Construction	4	9	1,439	18,340
Transportation and utilities	2	4	156	1,110
Trade	2	5	254	4,820
Finance	—	—	—	—
Service	2	8	772	8,410
Public administration	—	—	—	—
All Industries	26	73	45,437	637,850

Table G-3—Strikes and Lockouts, by Jurisdictio September 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Ma Da
Newfoundland	1	1	80	48
Prince Edward Island	—	—	—	-
Nova Scotia	—	4	600	5,8
New Brunswick	1	2	45	6
Québec	10	22	8,141	106,8
Ontario	11	25	28,583	375,4
Manitoba	—	1	267	1,3
Saskatchewan	—	3	487	4,7
Alberta	—	—	—	-
British Columbia	2	12	6,876	135,2
Federal	1	3	358	7,2
All Jurisdictions	26	73	45,437	637,8

able G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary)

dustry mployer ocation	Union	Workers Involved	Duration in Man-Days Sept.	 Accu-mulated	Starting Date Termination Date	Major Issues Result
Manufacturing						
OOD AND BEVERAGES						
Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	37,490	Apr. 3 —	Union recognition— —
Weston Bakeries Ltd. and McGavin Toastmaster Ltd. Winnipeg, Man.	Bakery Workers Loc. 389 (CLC)	267	1,340	12,290	July 5 Sept. 8	Wages, hours, other benefits— $15. a wk. increase first yr., $10. second yr. and $11. third yr.; improved pension benefits.
EATHER						
T. Sissman Shoe Co., Aurora, Ont.	Food Workers Loc. 486 (AFL-CIO/CLC)	151	1,960	1,960	Sept. 14 —	Not reported— —
LOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,230	18,320	Apr. 14 —	Wages, hours, working conditions —
/OOD						
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,300	19,500	July 1 —	Wages, hours— —
Scieries Murdock Ltée, St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,310	6,820	July 6 —	Wages, hours— —
Skeena Kraft Ltd., Celgar Sawmill Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	382	8,020	18,330	July 24 —	Alleged grievances— —
URNITURE AND FIXTURES						
RCA Limited, Owen Sound, Ontario	Woodworkers Loc. 2499 (AFL-CIO/CLC)	340	7,140	11,560	Aug. 13 —	Wages, seniority— —
New Castle Furniture, Montreal, Qué.	Upholsterers (AFL-CIO/CLC)	100	2,100	3,200	Aug. 17 —	Not reported —
APER						
Pulp and Paper Industrial Relations Bureau, Various locations, B.C.	Pulp and Paper Workers, various locals (Ind.)	3,908	78,160	183,680	July 24 Sept. 29	Wages, hours, other benefits— 22.5% wage increases over a 3-yr. contract, other improved benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary) (Cont

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
Cie de Papier Rolland Ltée, St-Jérôme & Mont Rolland, Qué.	Papermakers Locs. 455 & 454 (AFL-CIO/CLC)	693	2,770	19,650	July 28 Sept. 8	Wages, working schedule—25¢ a hr. increase retroactive May 1970, 25¢ May 1, 1971, mills ope ation on 7-day basis, other i proved benefits.
Anglo Canadian Pulp & Paper Mills Ltd., Forestville, Qué.	Pulp and Paper Mill Workers Loc. 632 (AFL-CIO/CLC)	140	2,660	4,760	Aug. 11 Sept. 20	Not reported—Not reported
Prince Albert Pulp Co. Ltd., Prince Albert, Sask.	Pulp and Paper Mill Workers Loc. 403 (AFL-CIO/CLC)	325	1,300	5,850	Aug. 12 Sept. 5	Wages—Return of workers wi signing of 3-yr. contract.
Compagnie Gaspesia Ltée, Chandler, Qué.	Pulp and Paper Mill Workers Loc. 455 (AFL-CIO/CLC) & Papermakers Loc. 858 (AFL-CIO/CLC)	706	14,830	18,360	Aug. 25 —	Wages, other benefits—
PRIMARY METALS						
Aluminum Co. of Canada Ltd., (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	41,960	111,890	July 14 —	Wages, fringe benefits—
METAL FABRICATING						
Dominion Forge Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	562	1,690	1,690	Sept. 3 Sept. 9	Disagreement over work star ards—Return of workers.
MACHINERY						
Canadian Longyear, North Bay, Ont.	Machinists Loc. 2412 (AFL-CIO/CLC)	170	2,380	2,380	Sept. 11 —	Wages, fringe benefits—
Atlantic Dry Kiln Ltd., Rimouski, Qué.	Machinists Loc. 546 (AFL-CIO/CLC)	106	1,060	1,060	Sept. 17	Wages—
TRANSPORTATION EQUIPMENT						
Hawker Siddeley (Can) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	8,970	22,120	July 20 —	Wages, other benefits—
General Motors of Canada, Ste-Thérèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,500	35,000	35,000	Sept. 11 —	Wages, other matters—
General Motors of Canada & subsidiaries Various locations, Ont.	Auto Workers Various locals (CLC)	24,500	311,300	311,300	Sept. 11 —	Wages, other benefits

able G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary) (Cont.)

dustry nployer cation	Union	Workers Involved	Duration in Man-Days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
LECTRICAL PRODUCTS						
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	45,010	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	650	12,220	Apr. 27 Sept. 9	Wages, other benefits—Wage increases, 42½ hrs. per wk. until Aug. 31, 1971, then 41½ hrs., 4 wks. vacation after 20 yrs., 1 extra paid statutory holiday, other improved benefits.
Canron Limited, Lachine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	16,800	26,400	Aug. 13 —	Wages, fringe benefits, job security—
John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	8,550	9,770	Aug. 27 —	Wages—
ON-METALLIC MINERAL RODUCTS						
Pre-Con Murray Ltd., Brampton, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	146	3,070	9,500	June 30 —	Wages—
Quebec Ready Mix Inc., Québec area, Qué.	Building and Woodworkers' Federation (CNTU)	100	1,500	1,500	Sept. 10 —	Wages, hours, other benefits—
HEMICAL PRODUCTS						
Les Industries Valcartier Inc., Valcartier & Bassin Louise, Qué.	Steelworkers Loc. 7114 (AFL-CIO/CLC)	1,286	11,570	11,570	Sept. 16 Sept. 29	Wages, other benefits—61½¢ an hr. increase for males, 44¢ an hr. for females spread over 3 yrs.; 3 wks. vacation after 9 years, 4 wks. after 15 yrs.; other improved benefits.
Canadian Industries Ltd., McMasterville, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	545	1,090	1,090	Sept. 29 —	Wages—
onstruction						
N.S. Construction Association, Halifax, N.S.	I.B.E.W. Loc. 625 (AFL-CIO/CLC)	400	1,600	12,000	July 27 Sept. 8	Negotiation of a new contract—$1.85 per hr. increase spread over a 3 yr. period; other improved benefits.
Mechanical Contractors Association in Waterloo, Various locations, Southern Ontario.	Plumbers Loc. 527 (AFL-CIO/CLC)	550	11,550	19,800	Aug. 11 —	Wages, other benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Sept.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Croft Metals, Halifax, N.S.	Painters Loc. 1439 (AFL-CIO/CLC)	100	2,100	2,200	Aug. 31 —	Wages—
Fording Coal Co. Ltd., Kootenay Engineering Co. Ltd., Fording River, B.C.	Various unions	180	540	540	Sept. 10 Sept. 15	Eleven points of contention bein discussed by the unions and th employer—Return of worker negotiations to continue.
Transportation and Utilities						
TRANSPORTATION						
Traverse Matane Godbout Ltée, Five St. Lawrence river ports, Qué.	Seafarers (CLC)	113	900	900	Sept. 23 —	Guaranteed 10 work months-
COMMUNICATION						
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	—	—	215,510	May 26 Sept. 8	Wages, job security, other ben fits—Wage increases, other in provements.
Service						
EDUCATION						
Selkirk College and four District Shcools, West Kootenay and Boundary districts, B.C.	Public Employees Various locals (CLC)	173	1,900	2,400	Aug. 24 Sept. 17	Wages, other matters—14% wa increases over a 2-yr. contract.
Ontario County Board of Education, Oshawa, Ont.	Public Employees Loc. 251 (CLC)	160	1,760	1,760	Sept. 9 Sept. 24	Wages, fringe benefits—8% wa increase the first yr., 7% seco yr.; board assumes 60% of hos tal, medical and group insuran eff. July 1, 1971; other benefi
Commission scolaire Regionale Saguenay, Chicoutimi, Qué.	Municipal and School Employees' Federation (IND.)	250	750	750	Sept. 28 —	Not reported—

*Federal jurisdiction.